

DEPARTMENT OF THE NAVY
FISCAL YEAR (FY) 2022
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES
May 2021

MILITARY PERSONNEL, MARINE CORPS (MPMC)

The estimated cost of this report for the Department of the Navy (DON) is \$168,902.

The estimated total cost for supporting the DON budget justification material is approximately \$3,919,738 for the 2021 fiscal year. This includes \$84,638 in supplies and \$3,835,100 in labor.

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Department of Defense
FY 2022 President's Budget
Exhibit M-1 FY 2022 President's Budget
Total Obligational Authority
(Dollars in Thousands)

10 May 2021

	FY 2020 Actual*	FY 2021 Enacted**	FY 2022 Request	S e c
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Military Personnel, Marine Corps				
Budget Activity 01: Pay and Allowances of Officers				
1105N 5 Basic Pay	1,720,615	1,797,018	1,822,259	U
1105N 10 Retired Pay Accrual	534,429	624,488	638,312	U
1105N 11 Thrift Savings Plan Matching Contributions	23,973	37,597	29,328	U
1105N 25 Basic Allowance for Housing	553,010	559,591	584,652	U
1105N 30 Basic Allowance for Subsistence	65,661	69,255	71,744	U
1105N 35 Incentive Pays	47,034	52,320	53,379	U
1105N 40 Special Pays	5,734	6,668	6,111	U
1105N 45 Allowances	38,010	37,624	34,778	U
1105N 50 Separation Pay	15,259	22,424	15,534	U
1105N 55 Social Security Tax	131,876	135,152	136,029	U
Total Budget Activity 01	3,135,601	3,342,137	3,392,126	
Budget Activity 02: Pay And Allowances Of Enlisted Personnel				
1105N 60 Basic Pay	5,291,059	5,372,691	5,419,211	U
1105N 65 Retired Pay Accrual	1,637,500	1,868,334	1,897,892	U
1105N 66 Thrift Savings Plan Matching Contributions	81,831	147,368	122,101	U
1105N 80 Basic Allowance for Housing	1,614,571	1,711,475	1,619,516	U
1105N 85 Incentive Pays	8,383	8,372	8,359	U
1105N 90 Special Pays	129,088	206,047	194,305	U
1105N 95 Allowances	294,096	291,649	297,513	U
1105N 100 Separation Pay	89,369	93,757	120,018	U
1105N 105 Social Security Tax	402,733	410,384	414,220	U
Total Budget Activity 02	9,548,630	10,110,077	10,093,135	
Budget Activity 04: Subsistence of Enlisted Personnel				
1105N 115 Basic Allowance for Subsistence	421,337	426,336	424,809	U
1105N 120 Subsistence-In-Kind	367,682	358,779	358,425	U
1105N 121 Family Subsistence Supplemental Allowance		10	10	U
Total Budget Activity 04	789,019	785,125	783,244	

M-122BAS: FY 2022 President's Budget (Total Base Published Version), as of May 10, 2021 at 09:24:02

*Includes Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

** Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

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10 May 2021

	FY 2020 Actual*	FY 2021 Enacted**	FY 2022 Request	S e c
	-----	-----	-----	-
Military Personnel, Marine Corps				
Budget Activity 05: Permanent Change of Station Travel				
1105N 125 Accession Travel	68,361	50,440	55,547	U
1105N 130 Training Travel	19,893	14,824	17,705	U
1105N 135 Operational Travel	160,202	156,014	161,828	U
1105N 140 Rotational Travel	96,778	119,306	116,628	U
1105N 145 Separation Travel	79,960	83,046	79,435	U
1105N 150 Travel of Organized Units	44	632	734	U
1105N 155 Non-Temporary Storage	10,483	7,191	12,156	U
1105N 160 Temporary Lodging Expense	2,412	5,172	2,461	U
1105N 165 Other			2,231	U
Total Budget Activity 05	438,133	436,625	448,725	
Budget Activity 06: Other Military Personnel Costs				
1105N 170 Apprehension of Military Deserters	228	278	234	U
1105N 175 Interest on Uniformed Services Savings	211	269	124	U
1105N 180 Death Gratuities	13,094	13,500	13,000	U
1105N 185 Unemployment Benefits	39,734	8,324	39,643	U
1105N 195 Education Benefits	3,613	142		U
1105N 200 Adoption Expenses	110	140	94	U
1105N 210 Transportation Subsidy	625	1,568	1,475	U
1105N 215 Partial Dislocation Allowance	83	22	90	U
1105N 216 SGLI Extra Hazard Payments	1,833	3,876	1,964	U
1105N 218 Junior ROTC	3,791	3,928	3,889	U
Total Budget Activity 06	63,322	32,047	60,513	
Total Military Personnel, Marine Corps	13,974,705	14,706,011	14,777,743	
Less Reimbursables	29,314	30,050	29,406	
Total Direct - Military Personnel, Marine Corps	13,945,391	14,675,961	14,748,337	
Total Active Marine Corps Military Personnel Costs	13,945,391	14,675,961	14,748,337	
Total Direct - Marine Corps Military Appropriations	13,945,391	14,675,961	14,748,337	
Grand Total Direct - Marine Corps Military Personnel Costs	13,945,391	14,675,961	14,748,337	

M-122BAS: FY 2022 President's Budget (Total Base Published Version), as of May 10, 2021 at 09:24:02

*Includes Division A, Title IX and X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

** Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

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Department of Defense
 FY 2022 President's Budget
 Exhibit M-1 FY 2022 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

10 May 2021

	FY 2021 OCO Enacted*	FY 2022 Direct War and Enduring Costs	S e c -
	-----	-----	
Military Personnel, Marine Corps			
Budget Activity 01: Pay and Allowances of Officers			
1105N 5 Basic Pay	25,398	5,170	U
1105N 10 Retired Pay Accrual	6,858	873	U
1105N 11 Thrift Savings Plan Matching Contributions		505	U
1105N 25 Basic Allowance for Housing	8,861	1,478	U
1105N 30 Basic Allowance for Subsistence	820	106	U
1105N 35 Incentive Pays	255	36	U
1105N 40 Special Pays	1,059	200	U
1105N 45 Allowances	1,338	258	U
1105N 50 Separation Pay	433	232	U
1105N 55 Social Security Tax	1,942	395	U
Total Budget Activity 01	46,964	9,253	
Budget Activity 02: Pay And Allowances Of Enlisted Personnel			
1105N 60 Basic Pay	33,876	2,881	U
1105N 65 Retired Pay Accrual	9,148	783	U
1105N 80 Basic Allowance for Housing	21,206	1,688	U
1105N 85 Incentive Pays	18		U
1105N 90 Special Pays	5,630	1,065	U
1105N 95 Allowances	3,932	1,339	U
1105N 100 Separation Pay	705	222	U
1105N 105 Social Security Tax	2,591	226	U
Total Budget Activity 02	77,106	8,204	
Budget Activity 04: Subsistence of Enlisted Personnel			
1105N 115 Basic Allowance for Subsistence	3,881	309	U
Total Budget Activity 04	3,881	309	

M-122DWE: FY 2022 President's Budget (Direct War and Enduring Published Version), as of May 10, 2021 at 09:29:55
 * Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

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Department of Defense
 FY 2022 President's Budget
 Exhibit M-1 FY 2022 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

10 May 2021

	FY 2021 OCO Enacted*	FY 2022 Direct War and Enduring Costs	S e c -
	-----	-----	
Military Personnel, Marine Corps			
Budget Activity 06: Other Military Personnel Costs			
1105N 175 Interest on Uniformed Services Savings	250	105	U
1105N 216 SGLI Extra Hazard Payments	1,742	75	U
Total Budget Activity 06	1,992	180	
Total Direct - Military Personnel, Marine Corps	129,943	17,946	
Total Active Marine Corps Military Personnel Costs	129,943	17,946	
Total Direct - Marine Corps Military Appropriations	129,943	17,946	
Grand Total Direct - Marine Corps Military Personnel Costs	129,943	17,946	

M-122DWE: FY 2022 President's Budget (Direct War and Enduring Published Version), as of May 10, 2021 at 09:29:55

* Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

DEPARTMENT OF THE NAVY
JUSTIFICATION OF ESTIMATES FOR FY 2022 BUDGET SUBMISSION
MILITARY PERSONNEL, MARINE CORPS
FY 2022 BUDGET ESTIMATES

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Section 1
MILITARY PERSONNEL, MARINE CORPS
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(\$ in Thousands)

The Military Personnel, Marine Corps appropriation provides for pay, allowances, individual clothing, subsistence, and permanent change of station for Active personnel.

The following is a funding summary:

	FY 2020 Actual^{1/}	FY 2021 Enacted^{2/}	FY 2022 Estimate
Base Program			
Pay and Allowances of Officers	\$3,125,052	\$3,331,323	\$3,380,899
Pay and Allowances of Enlisted Personnel	\$9,542,954	\$10,104,259	\$10,088,515
Subsistence of Enlisted Program	\$775,930	\$771,707	\$769,685
Permanent Change of Station Travel	\$438,133	\$436,625	\$448,725
Other Military Personnel Cost	\$63,322	\$32,047	\$60,513
TOTAL DIRECT PROGRAM	\$13,945,391	\$14,675,961	\$14,748,337
Reimbursable Program			
Pay and Allowances of Officers	\$10,549	\$10,814	\$11,227
Pay and Allowances of Enlisted Personnel	\$5,676	\$5,818	\$4,620
Subsistence of Enlisted Program	\$13,089	\$13,418	\$13,559
TOTAL REIMBURSABLE PROGRAM	\$29,314	\$30,050	\$29,406
Total Baseline Program			
Pay and Allowances of Officers	\$3,135,601	\$3,342,137	\$3,392,126
Pay and Allowances of Enlisted Personnel	\$9,548,630	\$10,110,077	\$10,093,135
Subsistence of Enlisted Program	\$789,019	\$785,125	\$783,244
Permanent Change of Station Travel	\$438,133	\$436,625	\$448,725
Other Military Personnel Cost	\$63,322	\$32,047	\$60,513
TOTAL BASELINE PROGRAM FUNDING	\$13,974,705	\$14,706,011	\$14,777,743
Medicare-Eligible Retiree Health Fund Contribution	\$859,668	\$905,377	\$993,398
TOTAL MILPERS PROGRAM COST	\$14,834,373	\$15,611,388	\$15,771,141
MEMO ENTRY: OCO FUNDING (P.L. 116-93 and P.L. 116-260)			
Pay and Allowances of Officers	\$41,158	\$46,964	\$0
Pay and Allowances of Enlisted Personnel	\$46,603	\$77,106	\$0
Subsistence of Enlisted Program	\$1,960	\$3,881	\$0
Other Military Personnel Cost	\$342	\$1,992	\$0
TOTAL OCO FUNDING	\$90,063	\$129,943	\$0
MEMO ENTRY: DIRECT WAR AND ENDURING COSTS			
Pay and Allowances of Officers	\$0	\$0	\$9,253
Pay and Allowances of Enlisted Personnel	\$0	\$0	\$8,204
Subsistence of Enlisted Program	\$0	\$0	\$309
Other Military Personnel Cost	\$0	\$0	\$180
TOTAL ENDURING FUNDING	\$0	\$0	\$17,946

^{1/}Includes Division A, Title IX ad X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

^{2/}Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

SECTION 2
MILITARY PERSONNEL, MARINE CORPS
INTRODUCTION AND SUMMARY OF ECONOMIC ASSUMPTIONS

INTRODUCTORY STATEMENT

The Military Personnel, Marine Corps appropriation provides financial resources to compensate military personnel required to support the approved force structure. The appropriation also includes funds for retired pay accrual and unemployment compensation. These entitlements were approved by the Congress and enacted via Public Law.

The budget provides for a Marine Corps Active Forces FY 2022 end strength of 178,500. This force structure permits the Marine Corps to fulfill its charter as a versatile expeditionary force-in readiness, capable of rapidly responding to global contingencies. The FY 2022 budget includes funding for a 2.7 percent base pay increase for all military personnel.

The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DoD discretionary total. The appropriations requested for the military personnel accounts exclude health accrual funding. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent indefinite authority.

The Marine Corps is focused on reducing unexpended/unobligated balances in the military personnel appropriations. As part of the FY 2022 Budget Review, the Marine Corps continued to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the Marine Corps conducted a root cause analysis on unexpended balances. Lower enlisted work years and housing allowance estimates are the primary factors in FY 2021. Analysis from FY 2011-FY 2020 demonstrated that MPMC under-executed an average of \$335M annually. **The Marine Corps proactively reduced this PB-22 MPMC submission by \$125M to mitigate the historical under-execution and requests that Congressional Marks be minimized to support the Commandant's modernization efforts.** General Berger stated before the HASC: "My top priority as Commandant is to build the Marine Corps that our Navy and Nation needs in 2030, even as it remains ready to confront the challenges of today. I seek no additional resources for this effort. It is attainable with a stable budget and sustained by the leadership and oversight of Congress." The Marine Corps is committed to maintaining an accurately budgeted appropriation.

MPMC	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
NDAA End Strength	202,100	202,100	197,300	190,200	184,100	184,000	185,000	186,000	186,100	186,200
Actual End Strength	201,157	198,193	195,657	188,058	183,404	183,501	184,401	185,415	186,009	180,958
Delta	(943)	(3,907)	(1,643)	(2,142)	(696)	(499)	(599)	(585)	(91)	(5,242)

**MILITARY PERSONNEL, MARINE CORPS
END STRENGTH**

Enduring Force (178.5K End Strength)

The Military Personnel, Marine Corps (MPMC) appropriation provides financial resources to compensate military personnel required to support the approved force structure. The appropriation includes funds for Retired Pay Accrual (RPA), unemployment compensation and Social Security benefits for widows and orphans of military personnel. These entitlements were approved by Congress and enacted via public law (P.L.).

Additionally, the budget provides for a Marine Corps Active Forces end strength of 178,500 in FY 2022. This force structure permits the Marine Corps to fulfill its charter as a versatile expeditionary force in readiness, capable of rapidly responding to global contingencies. The reduction of active Marine Corps end strength is part of larger reform initiatives aimed at internally generating resources through divestitures, policy reforms, and business process improvements to reinvest in modernization and increase lethality.

End Strength	Actual FY 2020	Enacted End Strength FY 2021	Projected End Strength FY 2021	Requested FY 2022	Enduring End Strength
Base Budget	180,958	181,200	181,204	178,500	175,600
Total	180,958	181,200	181,204	178,500	175,600

**MILITARY PERSONNEL, MARINE CORPS
SUMMARY OF ECONOMIC ASSUMPTIONS**

Fiscal Year 2020 Actual

- a. The \$13,945,391K execution supported an end strength of 180,958 with the average strength of 186,096.
- b. Retired pay accrual percentage was 31.0 percent of the basic pay for full-time active duty and 24.4 percent for part-time members.
- c. The calendar year pay raise was 3.1 percent.
- d. The Basic Allowance for Housing (BAH) Fiscal Year rate was 3.9 percent.
- e. The Basic Allowance for Subsistence (BAS) annual rate increase was 0.9 percent.
- f. The economic assumption for non-pay inflation was 1.3 percent.

Fiscal Year 2021 Estimate

- a. The \$14,526,643K supports a projected end strength of 181,204 with the average strength of 183,215.
- b. Retired pay accrual percentage is 34.9 percent of the basic pay for full-time active duty and 26.9 percent for part-time members.
- c. The calendar year pay raise is 3.0 percent.
- d. The Basic Allowance for Housing (BAH) Fiscal Year rate is 3.0 percent.
- e. The Basic Allowance for Subsistence (BAS) annual rate increase is 3.7 percent.
- f. The economic assumption for non-pay inflation is 1.7 percent.

Fiscal Year 2022 Estimate

- a. The requested \$14,748,337K supports an end strength of 178,500 with the average strength of 181,283.
- b. Retired pay accrual percentage is 35.1 percent of the basic pay for full-time active duty and 25.7 percent for part-time members.
- c. The calendar year pay raise is 2.7 percent.
- d. The Basic Allowance for Housing (BAH) Fiscal Year rate is 3.7 percent.
- e. The Basic Allowance for Subsistence (BAS) annual rate increase is 2.3 percent.
- f. The economic assumption for non-pay inflation is 1.8 percent.

SECTION 3
MILITARY PERSONNEL, MARINE CORPS
PERFORMANCE MEASURES AND EVALUATION SUMMARY

Activity: Active Military Personnel

Activity Goal: Maintain the correct Active Military Personnel to execute the National Strategy.

Description of Activity: The Active Military Personnel appropriations provide resources necessary to compensate military personnel required to man approved force structure and support infrastructure, which include pay, allowances, individual clothing, subsistence, and permanent change of station.

PERFORMANCE MEASURES

	Performance Measure	FY 2020 Actual	FY 2021 Planned	FY 2022 Planned
1. Recruiting Goals	Average Strength	186,096	183,215	181,283
	End Strength	180,958	181,204	178,500
	Authorized End Strength	186,200	181,200	178,500
	Numeric Goals	28,028	31,435	29,000
	Actual	28,048		
2. Quality Goals	Tier 1 HSDG*	99.5%	95.0%	95.0%
	Cat I-IIIA**	69.5%	63.0%	63.0%

Total recruiting mission is compared to actual accessions for the fiscal year. The percent of goal accomplished is the measurement.

*High School Diploma Graduates (HSDG): Percentages of HSDG; Department of Defense Benchmark ≥ 90 percent.

** Armed Forces Qualification Test (AFQT) Cat I-IIIA: Percent scoring at or above the 50th Percentile on the AFQT; Department of Defense Benchmark ≥ 60 percent. Cat IV percentages are not shown as the Services historically have no difficulty meeting the 4 percent limitation.

SECTION 4
MILITARY PERSONNEL, MARINE CORPS
SUMMARY OF MILITARY PERSONNEL STRENGTH

	FY20 Actual		FY21 Estimate		FY22 Estimate	
	Avg Strength	End Strength	Avg Strength	End Strength	Avg Strength	End Strength
DIRECT PROGRAM						
Officers	21,599	21,393	21,761	21,755	21,869	21,774
Enlisted	162,434	159,452	159,421	159,334	158,417	156,591
Total Direct	184,033	180,845	181,182	181,089	180,286	178,365
Active Duty Operational Support (ADOS) & Direct War/Enduring ^{1/}						
Administrative ADOS/DWE Officers	130	0	267	0	92	0
Administrative ADOS/DWE Enlisted	218	0	798	0	247	0
12304b Mobilization (Base)						
12304b Mobilization Officers	70	0	54	0	43	0
12304b Mobilization Enlisted	834	0	330	0	480	0
Total ADOS and RC Mobilization (BASE)	1,252	0	1,449	0	862	0
TOTAL DIRECT PROGRAM	185,285	180,845	182,631	181,089	181,148	178,365
REIMBURSABLE PROGRAM						
Officers	56	57	56	56	76	76
Enlisted	60	56	59	59	59	59
TOTAL REIMBURSABLE PROGRAM	116	113	115	115	135	135
TOTAL PROGRAM (Direct and Reimbursable)						
Officers	21,855	21,450	22,138	21,811	22,080	21,850
Enlisted	163,546	159,508	160,608	159,393	159,203	156,650
TOTAL PROGRAM	185,401	180,958	182,746	181,204	181,283	178,500
OCO SUPPLEMENTAL FUNDING						
Officers	237	0	188	0	0	0
Enlisted	458	0	281	0	0	0
Supplemental Funded Strength	695	0	469	0	0	0
REVISED TOTAL PROGRAM (Base and OCO/DWE)						
Officers	22,092	21,450	22,326	21,811	22,080	21,850
Enlisted	164,004	159,508	160,889	159,393	159,203	156,650
TOTAL PROGRAM	186,096	180,958	183,215	181,204	181,283	178,500
1/Includes Counterdrug/Narcotic (CD/CN) baseline funded Contingency Operations. Includes DWE Mobilizations in FY22						
FY2020 average strength includes 237 Officer and 458 Enlisted mobilized Reserve Component (RC) personnel in support of OFS/OIR						
FY2021 average strength includes 188 Officer and 281 Enlisted mobilized RC personnel in support of OFS/OIR						
The Marine Corps is required to document the number of Reserve members who have performed operational support duty for the Marine Corps for 1) a period greater than 1,095 consecutive days, or 2) cumulatively for 1,095 days out of the previous 1,460 days (and thereby exceed the threshold).						
RC Members Performing Operational Support Duty & Exceeding Threshold*	FY20 Actual		FY21 Estimate		FY22 Estimate	
Marine Corps Reserve	46		75		75	

*These totals are not part of the end strength figures that are displayed throughout the justification material.

Exhibit PB-30B
Summary of Military Personnel Strength (Active)

**MILITARY PERSONNEL, MARINE CORPS
END STRENGTH BY GRADE
TOTAL PROGRAM**

	FY20 Total	FY20 Reimb	FY21 Total	FY21 Reimb	FY22 Total	FY22 Reimb
Commissioned Officers						
O-10 General	3	0	3	0	3	0
O-9 Lieutenant General	17	0	16	0	16	0
O-8 Major General	31	0	27	0	28	0
O-7 Brigadier General	38	0	40	0	39	0
O-6 Colonel	659	6	641	6	646	7
O-5 Lieutenant Colonel	1,949	16	1,944	16	1,962	23
O-4 Major	4,009	16	3,992	18	4,046	24
O-3 Captain	4,783	15	5,247	13	5,403	15
O-2 First Lieutenant	3,503	1	3,226	1	3,097	0
O-1 Second Lieutenant	2,445	0	2,768	0	2,814	0
O-3E Captain	1,134	0	1,025	0	1,016	0
O-2E First Lieutenant	364	0	255	0	182	0
O-1E Lieutenant	344	0	356	0	328	0
Subtotal, Commissioned Officers	19,279	54	19,540	54	19,580	69
Warrant Officers						
W-5 Chief Warrant Officer	111	1	112	1	113	1
W-4 Chief Warrant Officer	303	0	339	0	342	0
W-3 Chief Warrant Officer	577	1	715	0	725	5
W-2 Chief Warrant Officer	920	1	824	1	1,050	1
W-1 Warrant Officer	260	0	281	0	40	0
Subtotal, Warrant Officers	2,171	3	2,271	2	2,270	7
Total Officers	21,450	57	21,811	56	21,850	76
Enlisted Personnel						
E-9 Sergeant Major/Master Gunnery Sergeant	1,577	2	1,527	2	1,570	1
E-8 First Sergeant/Master Sergeant	3,952	11	3,830	12	3,970	10
E-7 Gunnery Sergeant	8,216	21	8,523	24	8,460	23
E-6 Staff Sergeant	14,846	6	14,140	5	14,417	14
E-5 Sergeant	23,813	11	21,912	11	25,500	8
E-4 Corporal	36,190	4	34,032	4	31,820	2
E-3 Lance Corporal	44,057	1	45,057	1	44,354	1
E-2 Private First Class	17,807	0	20,107	0	19,797	0
E-1 Private	9,050	0	10,265	0	6,762	0
Total Enlisted Personnel	159,508	56	159,393	59	156,650	59
Total End Strength	180,958	113	181,204	115	178,500	135

Exhibit PB-30C
Military Personnel End Strength by Grade (Active)

**MILITARY PERSONNEL, MARINE CORPS
AVERAGE STRENGTH BY GRADE
TOTAL PROGRAM**

	FY20 Total	FY20 Reimb	FY20 ADOS	FY20 12304B	FY21 Total	FY21 Reimb	FY21 ADOS	FY21 12304B	FY22 Total	FY22 Reimb	FY22 ADOS	FY22 12304B
Commissioned Officers												
O-10 General	3	0	0	0	3	0	0	0	3	0	0	0
O-9 Lieutenant General	16	0	0	0	17	0	0	0	16	0	0	0
O-8 Major General	32	0	1	0	33	0	1	0	28	0	1	0
O-7 Brigadier General	39	0	1	0	43	0	0	0	42	0	0	0
O-6 Colonel	683	7	20	0	692	6	25	1	655	7	8	3
O-5 Lieutenant Colonel	1,993	14	26	1	2,040	16	52	2	1,994	23	23	11
O-4 Major	4,126	17	48	21	4,229	18	95	21	4,040	24	35	14
O-3 Captain	4,996	14	28	22	5,175	13	65	16	5,458	15	22	9
O-2 First Lieutenant	3,333	1	5	18	3,298	1	22	8	3,081	0	1	2
O-1 Second Lieutenant	2,769	0	0	1	2,763	0	3	1	2,826	0	0	0
O-3E Captain	1,175	0	1	2	1,075	0	3	0	1,045	0	1	0
O-2E First Lieutenant	358	0	0	1	337	0	0	0	227	0	0	0
O-1E Lieutenant	350	0	0	0	355	0	0	0	343	0	0	0
Subtotal, Commissioned Officers	19,873	53	130	66	20,060	54	266	49	19,758	69	91	39
Warrant Officers												
W-5 Chief Warrant Officer	111	1	0	0	112	1	1	0	112	1	0	0
W-4 Chief Warrant Officer	305	1	0	0	298	0	0	0	345	0	0	1
W-3 Chief Warrant Officer	580	1	0	1	589	0	0	2	706	5	1	2
W-2 Chief Warrant Officer	845	0	0	3	874	1	0	2	788	1	0	1
W-1 Warrant Officer	378	0	0	0	393	0	0	1	371	0	0	0
Subtotal Warrant Officers	2,219	3	0	4	2,266	2	1	5	2,322	7	1	4
Total Officers	22,092	56	130	70	22,326	56	267	54	22,080	76	92	43
Enlisted Personnel												
E-9 Sergeant Major/Master Gunnery Sergeant	1,599	1	0	3	1,588	2	7	4	1,577	1	0	2
E-8 First Sergeant/Master Sergeant	3,983	10	7	11	3,967	12	20	12	3,974	10	13	5
E-7 Gunnery Sergeant	8,681	24	27	21	8,621	24	79	16	8,591	23	52	17
E-6 Staff Sergeant	14,634	9	55	52	14,799	5	92	34	14,720	14	69	31
E-5 Sergeant	25,807	11	68	171	23,118	11	181	76	24,239	8	81	93
E-4 Corporal	36,464	4	34	238	34,856	4	177	82	31,859	2	20	110
E-3 Lance Corporal	44,662	0	40	331	46,346	1	231	91	45,122	1	11	211
E-2 Private First Class	19,347	1	1	7	18,254	0	5	11	19,265	0	1	9
E-1 Private	8,827	0	0	0	9,340	0	6	4	9,856	0	0	2
Total Enlisted Personnel	164,004	60	232	834	160,889	59	798	330	159,203	59	247	480
Total Average Strength	186,096	116	362	904	183,215	115	1,065	384	181,283	135	339	523

Exhibit PB-30D
Military Personnel Average Strength by Grade (Active)

**MILITARY PERSONNEL, MARINE CORPS
ACTIVE DUTY STRENGTHS BY MONTH**

	FY20 Actual			FY21 Estimate ^{1/}			FY22 Estimate		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
Previous September	21,444	164,565	186,009	21,450	159,508	180,958	21,811	159,393	181,204
October	21,454	163,996	185,450	21,450	160,333	181,783	21,783	159,194	180,977
November	21,531	164,426	185,957	21,602	159,337	180,939	21,857	159,516	181,373
December	21,506	164,325	185,831	21,593	159,438	181,031	21,796	159,487	181,283
January	21,429	164,136	185,565	21,510	159,118	180,628	21,749	159,436	181,185
February	21,630	163,421	185,051	21,739	159,818	181,557	21,940	159,114	181,054
March	21,816	162,878	184,694	21,926	159,689	181,615	22,078	158,655	180,733
April	21,762	161,593	183,355	21,883	159,787	181,670	22,007	158,553	180,560
May	21,999	160,955	182,954	22,275	159,944	182,219	22,196	158,121	180,317
June	21,941	160,788	182,729	22,194	159,384	181,578	22,156	157,755	179,911
July	21,780	160,878	182,658	22,004	159,008	181,012	21,972	157,187	179,159
August	21,556	160,507	182,063	21,982	158,452	180,434	21,966	156,657	178,623
September	21,450	159,508	180,958	21,811	159,393	181,204	21,850	156,650	178,500
Average Strength	21,655	162,494	184,149	21,817	159,480	181,297	21,945	158,476	180,421
<u>Active Duty Operational Support & Direct War/Enduring (DWE)</u>									
# of Man Years	130	218	362	267	798	1,065	92	247	339
Dollars in Millions	\$18.5	\$15.0	\$33.6	\$19.6	\$26.6	\$46.2	\$11.2	\$19.6	\$30.8
<u>Selected Reserve 12304b Authority</u>									
# of Man Years	70	834	904	54	330	384	43	480	523
Dollars in Millions	\$9.9	\$49.9	\$59.8	\$7.7	\$23.8	\$31.5	\$8.2	\$32.9	\$41.1
Average Strength w/ADOS, 12304b & Contingency Operations	21,855	163,546	185,415	22,063	160,578	182,641	22,080	159,203	181,283
OCO Funded - Temporary Average Strength	237	458	681	188	281	469	-	-	-
<u>12301d Counter Drug/Narcotic</u>									
Dollars in Millions	\$1.43	\$0.39	\$1.82	-	-	-	-	-	-
Strength in the FY 2022 Base Budget Request:									
End Strength	21,450	159,508	180,958	21,811	159,393	181,204	21,850	156,650	178,500
Average Strength	22,092	164,004	186,096	22,326	160,889	183,215	22,080	159,203	181,283

1/ FY2021 represents actuals through February 2021.

*Deltas exist between the strength reported in this Marine Corps budget book and the strength reported by Defense Manpower Data Center (DMDC).

MILITARY PERSONNEL, MARINE CORPS

FY 2022 12304b Requested Levels: 523 Work Years

10 U.S.C. §12304b: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands

Introduction: The National Defense Authorization Act (NDAA) 2012, authorizes the use of 10 U.S.C. § 12304b, which provides the Secretary of the Navy the authority to involuntarily activate members of the Selected Reserves for not more than 365 consecutive days. In FY2022, the Marine Corps plans to utilize 12304b in support of (ISO) pre-planned and base funded missions identified by the Combatant Commanders (CCDR). The Marine Corps may use authority granted in 10 U.S.C. § 12301d for Marines volunteering to support any of these missions.

CIVIL AFFAIRS TEAM 21.2 | 22 | 23.1 (14 Work Years)

Reserve Component Marines forward-deployed in support of Marine Expeditionary Units are embarked aboard an Amphibious Ready Group (ARG) operating continuously in the areas of responsibility of various Combatant Commands. Reserve Marines augment the Active Component and provide the President and the unified combatant commanders a forward-deployed, flexible sea-based Marine Air Ground Task Force capable of conducting the full range of amphibious operations, crisis response, limited contingency operations, introduction of follow-on forces, and designated special operations forces. The Marine Expeditionary Unit also conducts phase 0 tasks of numerous CONPLANS, and provides an afloat "on-station" force capable of interdiction of violent extremist operatives, reassurance to allies and emerging partners, and NEO. Activated Marines will be placed on orders for a period no longer than 365 days.

UNIT DEPLOYMENT PROGRAM (UDP) 21.1 | 21.2 | 22 | 23.1 (366 Work Years)

Selected Reserve Component (RC) Marines provide additive capabilities across a broad range of military operations. Their capabilities are optimized to integrate across the Marine Air Ground Task Force (MAGTF), creating an integrated system through the air, land, maritime and cyberspace domains as well as the information environment. Reserve Component Marines augment III Marine Expeditionary Force (MEF) to enable execution of key operations, distributed operations, and theater security cooperation (TSC) initiatives in support of United States Indo-Pacific Command (INDOPACOM). RC support to the Unit Deployment Program affords multiple Active Component (AC) Marine Corps units & capabilities time/space to execute readiness recovery in Core Mission Essential Tasks and modernization efforts, enhancing overall readiness of the total force. Deployment and employment within the Indo-Pacific Command Area of Operations enables Global Force Management Allocation Plan (GFMALP) Ordered Reserve Component units to exercise their expeditionary capabilities, gaining Military Occupational Specialty (MOS) proficiency while concurrently enabling Active Component forces to execute other Global Force Management (GFM) requirements. Activated Marines will be placed on orders for a period no longer than 365 days.

THEATER SECURITY COOPERATION and SECURITY FORCES SUPPORT 21.2 | 22 | 23.1 (137 Work Years)

Reserve Component Marines conduct theater security cooperation in order to build partner nation capacity and support civil authorities within the supported Geographic Combatant Command Area of Responsibility (AOR). Teams cover a full spectrum of tactics, techniques, and procedures required to counter the ever-changing character of warfare to include both conventional and irregular threats. RC provides Security Forces capabilities in support of Naval Installations and theater Operations, Activities and Investments (OAI). Reserve Component (RC) forces provide security to high-value naval installation facilities and personnel. Reserve Component relief affords multiple AC units & capabilities time/space to execute readiness recovery in Core Mission Essential Tasks and modernization efforts, enhancing overall readiness of the total force. The Special Purpose Marine Air Ground Task Force Crisis Response (SPMAGTF-CR) conducts exercises, limited contingency response, crisis response, conflict situations, and Humanitarian Assistance/Disaster Relief (HA/DR) in support of Geographic Combatant Commands (GCC). The Reserve Component provides dedicated SPMAGTF airlift capacity as well as other strategic capabilities throughout supported Geographic Combatant Command Area of Responsibility. Operational Support Airlift (OSA) capabilities are in high demand in multiple Areas of Responsibility and support both Continental United States (CONUS)/ Outside Continental United States (OCONUS) bases and stations. The Reserve Component provides additive capabilities across a broad range of military operations. Their capabilities are optimized to integrate across the Marine Air Ground Task Force (MAGTF), creating an integrated system through the air, land, maritime and cyberspace domains as well as the information environment. Activated Marines will be placed on orders for a period no longer than 365 days.

MEDICAL HOLD 22 (0 Work Years)

Marine Corps Reservists who incur or aggravate injuries, illnesses, or disease during periods of active duty are eligible to continue on active duty to complete authorized medical care, be medically evaluated for disability, or to complete a required Department of Defense healthcare study in accordance with Department of Defense Instruction (DoD-I) 1241.1. Reserve Marines who are placed on medical hold remain under unit funding.

SPECIAL OPERATIONS COMMAND (SOC) ENABLERS 21.2 | 22 | 23.1 (6 Work Years)

RC forces provide Intelligence (Intel)/ Signals Intelligence (SIGINT)/ Communications / Civil Affairs support to Special Operations Forces (SOF) in execution of partner nation engagement, Theater Security Cooperation, and named operations in order to achieve strategic objectives throughout supported Combatant Command Area Of Responsibility. RC enablers assist in providing forces/units capable of interdiction of violent extremist operatives, providing reassurance to allies and emerging partners, and conducting NEO. RC relief affords multiple Active Component units & capabilities time/space to execute readiness recovery in Core Mission Essential Tasks and modernization efforts, enhancing overall readiness of the total force. Activated Marines will be placed on orders for a period no longer than 365 days.

MILITARY PERSONNEL, MARINE CORPS
GAINS AND LOSSES BY SOURCE AND TYPE (OFFICERS)

	FY20 Actual	FY21 Estimate	FY22 Estimate
BEGINNING STRENGTH	21,444	21,450	21,811
Service Academies	262	284	250
Reserve Officer Training Corps	202	284	251
Health Professions Scholarships	0	0	0
Platoon Leaders Class	344	467	395
Reserve Officer Candidate	437	421	484
Other Enlisted Commissioning Programs	130	167	91
Voluntary Active Duty	0	0	0
Direct Appointments	0	0	0
Warrant Officer Program	259	259	242
Other Gain	57	308	17
TOTAL GAINS	1,691	2,190	1,730
Expiration of Contract/Obligation RELEASE	390	462	385
Normal Early Release	0	0	0
Retirements	740	870	784
Disability Retirement	63	59	59
Non - Disability Retirement	662	788	708
Temporary Early Retirement Authority (TERA)	15	23	17
Voluntary Separation Pay (VSP)	0	0	0
Voluntary Separation Incentive (VSI)	0	0	0
Special Separation Benefit (SSB)	0	0	0
Involuntary Separation - Reserve Officers	0	0	0
Involuntary Separation - Regular Officers	0	0	0
Attrition	497	441	512
Other Loss	58	56	10
TOTAL LOSSES	1,685	1,829	1,691
END STRENGTH	21,450	21,811	21,850

MILITARY PERSONNEL, MARINE CORPS
GAINS AND LOSSES BY SOURCE AND TYPE (ENLISTED)

	FY20 Actual	FY21 Estimate	FY22 Estimate
BEGINNING STRENGTH	164,565	159,508	159,393
Non-Prior Service Enlistments	26,998	31,435	29,000
Male	24,579	28,501	26,100
Female	2,419	2,934	2,900
Prior Service Enlistments	9	8	7
Reenlistments Gain	12,093	13,401	12,531
Reserves - Enlisted Active Duty (EAD)	0	0	0
Officer Candidate Programs	573	692	745
Deserter Gains	67	70	90
Other Gains	200	225	250
TOTAL GAINS	39,940	45,831	42,623
End of Active Service (EAS)	19,875	20,034	20,354
Normal Early Release	178	146	146
Separations - Voluntary Separation Pay (VSP)	0	0	0
Separations - Special Separation Benefit (SSB)	0	0	0
To Commissioned Officer	600	761	760
To Warrant Officer	259	259	242
Reenlistments Losses	12,093	13,401	12,531
Retirements	2,397	2,427	2,414
Temporary Early Retirement	159	203	186
Dropped from Rolls (Deserters)	74	56	56
Attrition (Adverse Causes)	3,714	3,515	3,471
Attrition (Other)	5,358	4,837	4,843
Other Losses	290	307	363
TOTAL LOSSES	44,997	45,946	45,366
END STRENGTH	159,508	159,393	156,650

MILITARY PERSONNEL, MARINE CORPS
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(\$ in Thousands)

	Officer	FY20 Actual ^{1/} Enlisted	TOTAL	Officer	FY21 Estimate ^{2/} Enlisted	TOTAL	Officer	FY22 Estimate Enlisted	TOTAL
1. BASIC PAY	\$1,720,615	\$5,291,059	\$7,011,673	\$1,797,227	\$5,327,186	\$7,124,413	\$1,822,259	\$5,419,211	\$7,241,470
2. RETIREMENT	\$558,402	\$1,719,331	\$2,277,733	\$649,830	\$1,959,647	\$2,609,477	\$667,640	\$2,019,993	\$2,687,632
a. Retired Pay Accrual	\$534,429	\$1,637,500	\$2,171,929	\$623,460	\$1,854,757	\$2,478,217	\$638,312	\$1,897,892	\$2,536,203
b. TSP Matching Contributions	\$23,973	\$81,831	\$105,804	\$26,370	\$104,890	\$131,260	\$29,328	\$122,101	\$151,429
3. BASIC ALLOWANCE FOR HOUSING	\$553,010	\$1,614,571	\$2,167,581	\$569,739	\$1,594,843	\$2,164,582	\$584,652	\$1,619,516	\$2,204,168
a. With Dependents - Domestic	\$375,331	\$1,322,463	\$1,697,794	\$380,849	\$1,312,245	\$1,693,095	\$390,101	\$1,356,324	\$1,746,425
b. Without Dependents - Domestic	\$145,228	\$242,810	\$388,038	\$153,357	\$233,786	\$387,143	\$157,455	\$211,186	\$368,642
c. Substandard Family Housing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
d. Partial	\$229	\$8,636	\$8,865	\$214	\$8,733	\$8,947	\$204	\$8,241	\$8,445
e. With Dependents - Overseas	\$25,398	\$34,601	\$59,999	\$27,672	\$33,791	\$61,463	\$29,088	\$37,428	\$66,516
f. Without Dependents - Overseas	\$6,824	\$6,062	\$12,886	\$7,647	\$6,287	\$13,934	\$7,805	\$6,336	\$14,141
4. SUBSISTENCE	\$65,661	\$789,019	\$854,680	\$70,676	\$773,725	\$844,401	\$71,744	\$783,244	\$854,988
a. Basic Allowance for Subsistence	\$65,661	\$421,337	\$486,998	\$70,676	\$421,863	\$492,539	\$71,744	\$424,809	\$496,552
(1) Authorized to Mess Separately	\$65,661	\$700,787	\$766,448	\$70,676	\$701,098	\$771,775	\$71,744	\$707,041	\$778,785
(2) Rations-In-Kind Not Available	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
(3) Augmentation of Commuted Ration	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
(4) Less Collections	\$0	\$279,450	\$279,450	\$0	\$279,235	\$279,235	\$0	\$282,232	\$282,232
b. Subsistence-in-Kind	\$0	\$367,682	\$367,682	\$0	\$351,852	\$351,852	\$0	\$358,425	\$358,425
(1) Subsistence in Messes	\$0	\$29,229	\$29,229	\$0	\$29,736	\$29,736	\$0	\$29,865	\$29,865
(2) Food Service Regionalization	\$0	\$220,876	\$220,876	\$0	\$223,547	\$223,547	\$0	\$228,018	\$228,018
(3) Operational Rations	\$0	\$117,364	\$117,364	\$0	\$97,373	\$97,373	\$0	\$99,322	\$99,322
(4) Augmentation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
(5) Other Programs	\$0	\$213	\$213	\$0	\$1,196	\$1,196	\$0	\$1,219	\$1,219
(6) Sale of Meals	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
c. Family Subsistence Supplemental Allowance	\$0	\$0	\$0	\$0	\$10	\$10	\$0	\$10	\$10
5. INCENTIVE PAY, HAZARDOUS DUTY AND AVIATION CAREER	\$47,034	\$8,383	\$55,417	\$54,209	\$8,364	\$62,573	\$53,379	\$8,359	\$61,738
a. Flying Duty Pay	\$29,118	\$2,981	\$32,099	\$33,171	\$2,962	\$36,133	\$33,171	\$2,954	\$36,125
(1) ACIP, Officers	\$29,101	\$0	\$29,101	\$33,154	\$0	\$33,154	\$33,154	\$0	\$33,154
(2) Crew Members	\$3	\$2,377	\$2,380	\$3	\$2,358	\$2,361	\$3	\$2,334	\$2,337
(3) Non-Crew Member	\$14	\$604	\$619	\$14	\$604	\$619	\$14	\$619	\$634
(4) Aviation Continuation Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
b. Parachute Jumping Pay	\$101	\$909	\$1,009	\$101	\$909	\$1,009	\$101	\$1,237	\$1,337
c. Demolition Pay	\$97	\$1,080	\$1,177	\$97	\$1,080	\$1,177	\$97	\$963	\$1,060
d. Flight Deck Duty Pay	\$18	\$446	\$464	\$18	\$446	\$464	\$18	\$522	\$540
e. HALO Pay	\$370	\$2,944	\$3,314	\$370	\$2,944	\$3,314	\$370	\$2,651	\$3,022
f. Other Hazardous Duty Pays	\$2	\$23	\$25	\$2	\$23	\$25	\$2	\$32	\$34
g. Aviation Bonus - Business Case Analysis	\$17,328	\$0	\$17,328	\$20,450	\$0	\$20,450	\$19,620	\$0	\$19,620

^{1/}Includes Division A, Title IX ad X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

^{2/}Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

*Numbers may not add due to rounding

MILITARY PERSONNEL, MARINE CORPS
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(\$ in Thousands)

	FY20 Actual ^{1/}			FY21 Estimate ^{2/}			FY22 Estimate		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
6. SPECIAL PAYS	\$5,734	\$129,088	\$134,822	\$6,679	\$177,596	\$184,275	\$6,111	\$194,305	\$200,417
a. Sea & Foreign Duty Pay	\$1,701	\$10,960	\$12,661	\$1,553	\$8,045	\$9,598	\$870	\$8,008	\$8,878
(1) Sea Duty	\$384	\$6,443	\$6,827	\$384	\$3,517	\$3,902	\$384	\$3,517	\$3,902
(2) Hardship Duty Pay	\$1,257	\$4,121	\$5,379	\$1,109	\$4,304	\$5,413	\$426	\$4,301	\$4,728
(3) Overseas Extension Pay	\$60	\$396	\$456	\$60	\$224	\$284	\$60	\$190	\$250
b. Diving Duty Pay	\$270	\$2,897	\$3,167	\$270	\$1,565	\$1,835	\$270	\$1,325	\$1,595
c. Imminent Danger Pay	\$851	\$3,529	\$4,379	\$726	\$1,825	\$2,552	\$100	\$1,545	\$1,645
d. Foreign Language Proficiency Pay	\$1,854	\$4,232	\$6,086	\$2,082	\$4,166	\$6,248	\$1,969	\$4,382	\$6,351
e. Special Duty Assignment Pay	\$0	\$31,378	\$31,378	\$0	\$8,935	\$8,935	\$0	\$8,935	\$8,935
f. Reenlistment Bonus	\$0	\$72,656	\$72,656	\$0	\$114,876	\$114,876	\$0	\$119,823	\$119,823
g. Enlistment Bonus	\$0	\$1,392	\$1,392	\$0	\$8,000	\$8,000	\$0	\$8,935	\$8,935
h. College Fund	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
i. Personal Money Allowance - General & Flag	\$0	\$4	\$4	\$0	\$4	\$4	\$0	\$3	\$3
j. Law School Education Debt Subsidy	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
k. Critical Skills Retention Bonus	\$0	\$0	\$0	\$0	\$361	\$361	\$0	\$369	\$369
l. Assignment Incentive Pay	\$0	\$509	\$509	\$0	\$28,000	\$28,000	\$0	\$38,415	\$38,415
m. College Loan Repayment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
n. Continuation Pay	\$1,058	\$1,533	\$2,591	\$2,048	\$1,819	\$3,867	\$2,902	\$2,565	\$5,467
7. ALLOWANCES	\$38,010	\$294,097	\$332,107	\$38,662	\$292,325	\$330,987	\$34,778	\$297,513	\$332,291
a. Uniform/Clothing Allowance	\$850	\$158,489	\$159,340	\$852	\$155,151	\$156,003	\$844	\$157,650	\$158,493
(1) Initial Issue	\$630	\$64,973	\$65,603	\$631	\$67,844	\$68,475	\$633	\$69,847	\$70,480
a. Military	\$565	\$62,547	\$63,112	\$565	\$65,593	\$66,158	\$565	\$67,566	\$68,131
b. Civilian	\$65	\$2,426	\$2,491	\$66	\$2,251	\$2,317	\$68	\$2,281	\$2,348
(2) Additional	\$220	\$0	\$220	\$220	\$0	\$220	\$211	\$0	\$211
(3) Basic Maintenance	\$0	\$34,357	\$34,357	\$0	\$31,826	\$31,826	\$0	\$30,851	\$30,851
(4) Standard Maintenance	\$0	\$59,160	\$59,160	\$0	\$55,482	\$55,482	\$0	\$56,565	\$56,565
(5) Supplementary	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$387	\$387
b. Overseas Station Allowance	\$33,226	\$111,490	\$144,716	\$33,876	\$113,823	\$147,699	\$31,326	\$116,452	\$147,778
(1) Cost-of-Living Bachelor	\$68	\$43,399	\$43,467	\$70	\$42,540	\$42,610	\$71	\$43,688	\$43,759
(2) Cost-of-Living Regular	\$29,157	\$63,082	\$92,238	\$29,476	\$65,550	\$95,026	\$27,266	\$66,926	\$94,192
(3) Temporary Lodging	\$4,001	\$5,009	\$9,011	\$4,330	\$5,734	\$10,064	\$3,989	\$5,837	\$9,826
c. CONUS Cost of Living Allowance (COLA)	\$244	\$1,281	\$1,525	\$245	\$2,266	\$2,513	\$229	\$2,327	\$2,556
d. Family Separation Allowance	\$3,690	\$22,683	\$26,373	\$3,690	\$20,760	\$24,450	\$2,379	\$20,760	\$23,139
(1) On PCS, Dependents Not Authorized	\$591	\$9,217	\$9,808	\$591	\$10,922	\$11,513	\$507	\$10,922	\$11,429
(2) Afloat	\$75	\$139	\$214	\$75	\$12	\$87	\$75	\$12	\$87
(3) On TDY	\$3,024	\$13,327	\$16,351	\$3,024	\$9,826	\$12,850	\$1,797	\$9,826	\$11,623
e. Monthly Comp Catastrophically Injured	\$0	\$154	\$154	\$0	\$324	\$324	\$0	\$324	\$324

^{1/}Includes Division A, Title IX ad X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

^{2/}Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

*Numbers may not add due to rounding

MILITARY PERSONNEL, MARINE CORPS
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(\$ in Thousands)

	FY20 Actual ¹			FY21 Estimate ²			FY22 Estimate		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
8. SEPARATION PAYMENTS	\$15,259	\$89,369	\$104,628	\$15,728	\$122,541	\$138,269	\$15,534	\$120,018	\$135,552
a. Accrued Leave Pay	\$6,609	\$36,372	\$42,982	\$6,256	\$37,504	\$43,760	\$6,428	\$40,477	\$46,906
b. Severance Pay, Disability	\$339	\$33,773	\$34,112	\$324	\$60,862	\$61,187	\$311	\$55,976	\$56,286
c. Discharge Gratuity	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
d. Involuntary - Half Pay (5%)	\$2,549	\$3,286	\$5,835	\$2,607	\$5,137	\$7,744	\$2,679	\$5,276	\$7,955
e. Involuntary - Full Pay (10%)	\$4,238	\$5,861	\$10,099	\$4,332	\$6,096	\$10,428	\$4,451	\$6,261	\$10,712
f. Voluntary - SSB Pay (15%)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
g. Trust Fund Payments	\$215	\$285	\$500	\$172	\$228	\$400	\$129	\$171	\$300
h. Early Retirement	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
j. Voluntary Separations Payment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
k. Temporary Early Retirement Authority	\$1,309	\$9,791	\$11,100	\$2,037	\$12,713	\$14,750	\$1,536	\$11,858	\$13,394
9. SOCIAL SECURITY TAX PAYMENTS	\$131,876	\$402,733	\$534,608	\$134,639	\$405,889	\$540,528	\$136,029	\$414,220	\$550,250
10. PERMANENT CHANGE OF STATION TRAVEL	\$124,393	\$313,740	\$438,133	\$124,986	\$341,981	\$466,967	\$130,987	\$317,738	\$448,725
a. Accession Travel	\$5,749	\$62,612	\$68,361	\$11,010	\$71,177	\$82,187	\$11,233	\$44,314	\$55,547
b. Training Travel	\$17,077	\$2,816	\$19,893	\$15,766	\$1,874	\$17,640	\$15,824	\$1,881	\$17,705
c. Operation Travel	\$58,843	\$101,359	\$160,202	\$58,390	\$103,199	\$161,589	\$58,572	\$103,256	\$161,828
d. Rotational Travel	\$25,948	\$70,829	\$96,778	\$27,221	\$91,295	\$118,516	\$27,329	\$91,530	\$118,859
e. Separation Travel	\$10,392	\$69,568	\$79,960	\$10,581	\$70,224	\$80,805	\$10,778	\$68,656	\$79,435
f. Travel of Organized Units	\$0	\$44	\$44	\$0	\$46	\$46	\$251	\$483	\$734
g. Non-Temporary Storage	\$4,978	\$5,505	\$10,483	\$620	\$3,103	\$3,723	\$5,602	\$6,554	\$12,156
h. Temporary Lodging Expense	\$1,405	\$1,007	\$2,412	\$1,396	\$1,064	\$2,460	\$1,397	\$1,065	\$2,461
11. OTHER MILITARY PERSONNEL COSTS	\$2,000	\$61,322	\$63,322	\$2,500	\$80,403	\$82,903	\$2,500	\$58,013	\$60,513
a. Apprehension of Deserters	\$0	\$228	\$228	\$0	\$230	\$230	\$0	\$234	\$234
b. Interest on Savings Deposit	\$0	\$211	\$211	\$0	\$243	\$243	\$0	\$124	\$124
c. Death Gratuities	\$2,000	\$11,094	\$13,094	\$2,500	\$10,500	\$13,000	\$2,500	\$10,500	\$13,000
d. Unemployment Compensation	\$0	\$39,734	\$39,734	\$0	\$61,900	\$61,900	\$0	\$39,643	\$39,643
e. Retro Active Service Group Life Insurance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
g. Educational Benefits	\$0	\$3,613	\$3,613	\$0	\$144	\$144	\$0	\$0	\$0
h. Adoption Reimbursement Program	\$0	\$110	\$110	\$0	\$84	\$84	\$0	\$94	\$94
i. Traumatic Injury Service Group Life Ins.	\$0	\$1,833	\$1,833	\$0	\$2,135	\$2,135	\$0	\$1,964	\$1,964
j. Transportation Subsidy	\$0	\$625	\$625	\$0	\$1,096	\$1,096	\$0	\$1,475	\$1,475
k. Partial Dislocation Allowance	\$0	\$83	\$83	\$0	\$71	\$71	\$0	\$90	\$90
l. Extra Hazard Reimbursement for SGLI	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
m. JROTC	\$0	\$3,791	\$3,791	\$0	\$4,000	\$4,000	\$0	\$3,889	\$3,889
o. Preventive Health Allowance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
12. TOTAL MILITARY PERSONNEL APPROPRIATION	\$3,261,994	\$10,712,710	\$13,974,705	\$3,464,876	\$11,084,500	\$14,549,378	\$3,525,613	\$11,252,130	\$14,777,742
13. LESS REIMBURSABLES	\$10,549	\$18,765	\$29,314	\$8,405	\$19,236	\$27,641	\$11,227	\$18,179	\$29,406
a. Retired Pay Accrual	\$2,146	\$1,101	\$3,247	\$1,874	\$1,425	\$3,299	\$2,525	\$973	\$3,498
b. Other Pay and Allowances	\$8,403	\$17,664	\$26,067	\$6,531	\$17,811	\$24,341	\$8,702	\$17,206	\$25,908
Annualized CR Funding Adjustment									
TOTAL, DIRECT MILITARY PERSONNEL APPROPRIATIONS	\$3,251,445	\$10,693,945	\$13,945,391	\$3,456,471	\$11,065,264	\$14,521,736	\$3,514,386	\$11,233,951	\$14,748,337

¹Includes Division A, Title IX ad X of the Consolidated Appropriations Act, 2020 (P.L. 116-93), Division F, Title IV and V from the Further Consolidated Appropriations Act, 2020 (P.L. 116-94) and the Coronavirus Aid, Relief, and Economic Security Act (P.L. 116-136).

²Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

*Numbers may not add due to rounding.

**ANALYSIS OF APPROPRIATION AND SUPPLEMENTAL CHANGES
MILITARY PERSONNEL, MARINE CORPS**

FY 2021

(\$ in Thousands)

	FY21 Presidential Budget Submission ^{1/}	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	Proposed DD 1415 Actions	FY21 COLUMN OF THE FY22 PRESIDENT'S BUDGET ^{1/}
Basic Pay (Off)	1,804,018	(7,000)	1,797,018	209	1,797,227		1,797,227
Retired Pay Accrual (Off)	626,931	(2,443)	624,488	(1,028)	623,460		623,460
Thrift Savings Plan AC Matching Contributions	37,597	-	37,597	-	37,597	(11,227)	26,370
Basic Allowance for Housing (Off)	554,773	(26,881)	527,892	6,528	534,420		534,420
BAH Overseas (Off)	33,457	(1,758)	31,699	3,620	35,319		35,319
Basic Allowance for Subsistence (Off)	69,255	-	69,255	1,421	70,676		70,676
Incentive Pay (Off)	52,320	-	52,320	1,889	54,209		54,209
Special Pay (Off)	4,415	-	4,415	216	4,631		4,631
Continuation Pay (Off)	2,253	-	2,253	(205)	2,048		2,048
Station Allowances, Overseas (Off)	34,201	(1,797)	32,404	1,472	33,876		33,876
Uniform Allowances (Off)	1,132	-	1,132	(280)	852		852
Family Separation Allowances (Off)	3,776	-	3,776	(86)	3,690		3,690
CONUS COLA (Off)	312	-	312	(67)	245		245
Separation Payments (Off)	22,424	-	22,424	(4,564)	17,860	(2,132)	15,728
SS Tax - Employer Contribution (Off)	135,152	-	135,152	(513)	134,639		134,639
TOTAL OBLIGATIONS (BA1)	3,382,016	(39,879)	3,342,137	8,612	3,350,749	(13,359)	3,337,390
Less Reimbursables (BA1)	10,814		10,814	-	10,814	(2,409)	8,405
TOTAL DIRECT PROGRAM (BA1)	3,371,202	(39,879)	3,331,323	8,612	3,339,935	(10,950)	3,328,985

^{1/} Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

ANALYSIS OF APPROPRIATION AND SUPPLEMENTAL CHANGES
MILITARY PERSONNEL, MARINE CORPS
FY 2021
(\$ in Thousands)

	FY21 Presidential Budget Submission ^{1/}	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	Proposed DD 1415 Actions	FY21 COLUMN OF THE FY22 PRESIDENT'S BUDGET ^{1/}
Basic Pay (Enl)	5,515,357	(142,666)	5,372,691	267	5,372,958	(45,772)	5,327,186
Retired Pay Accrual (Enl)	1,918,124	(49,790)	1,868,334	55	1,868,389	(13,632)	1,854,757
Thrift Savings Plan AC Matching Contributions (Enl)	147,368	-	147,368		147,368	(42,478)	104,890
Basic Allowance for Housing (Enl)	1,694,637	(19,522)	1,675,115	60	1,675,175	(120,410)	1,554,765
BAH Overseas (Enl)	38,377	(2,017)	36,360	12,753	49,113	(9,035)	40,078
Incentive Pay (Enl)	8,372	-	8,372		8,372	(8)	8,364
Special Pay (Enl)	71,808	-	71,808		71,808	(27,842)	43,966
Special Duty Pay (Enl)	8,935	-	8,935		8,935	0	8,935
Reenlistment Bonus (Enl)	114,876	-	114,876		114,876	0	114,876
Enlistment Bonus (Enl)	8,625	-	8,625		8,625	(625)	8,000
Continuation Pay	1,803	-	1,803		1,803	16	1,819
Station Allowances, Overseas (Enl)	111,243	(5,846)	105,397	2,282	107,679	6,144	113,823
Uniform Allowances (Enl)	159,558	-	159,558		159,558	(4,407)	155,151
Family Separation Allowances (Enl)	24,018	-	24,018		24,018	(3,258)	20,760
CONUS COLA (Enl)	2,417	-	2,417		2,417	(151)	2,266
Special Comp Combat-rel (Enl)	259	-	259		259	65	324
Separation Payments (Enl)	93,757	-	93,757		93,757	28,784	122,541
SS Tax - Employer Contribution (Enl)	421,298	(10,914)	410,384	18	410,402	(4,513)	405,889
TOTAL OBLIGATIONS (BA2)	10,340,832	(230,755)	10,110,077	15,435	10,125,512	(237,121)	9,888,391
Less Reimbursables (BA2)	5,818	-	5,818	-	5,818		5,818
TOTAL DIRECT PROGRAM (BA2)	10,335,014	(230,755)	10,104,259	15,435	10,119,694	(237,121)	9,882,573
Basic Allowance for Subsistence	439,667	-	439,667	(6,404)	433,263	(11,400)	421,863
Subsistence-in-Kind	369,667	(24,219)	345,448	6,404	351,852	-	351,852
Family Subsistence Supplemental Allowance	10	-	10	-	10	-	10
TOTAL OBLIGATIONS (BA4)	809,344	(24,219)	785,125	0	785,125	(11,400)	773,725
Less Reimbursables (BA4)	13,418	-	13,418		13,418	-	13,418
TOTAL DIRECT PROGRAM (BA4)	795,926	(24,219)	771,707	0	771,707	(11,400)	760,307

^{1/}Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

ANALYSIS OF APPROPRIATION AND SUPPLEMENTAL CHANGES
MILITARY PERSONNEL, MARINE CORPS
FY 2021
(\$ in Thousands)

	FY21 Presidential Budget Submission ^{1/}	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	Proposed DD 1415 Actions	FY21 COLUMN OF THE FY22 PRESIDENT'S BUDGET ^{1/}
Accession Travel	50,440	-	50,440	1,438	51,878	30,343	82,221
Training Travel	14,824	-	14,824	3,006	17,830	-	17,830
Operational Travel	156,014	-	156,014	7,272	163,286	-	163,286
Rotational Travel	119,306	-	119,306	(2,708)	116,598	-	116,598
Separation Travel	83,046	-	83,046	(2,241)	80,805	-	80,805
Travel of Organized Units	632	-	632	(587)	45	-	45
Non-Temporary Storage	7,191	-	7,191	(3,468)	3,723	-	3,723
Temporary Lodging Expense	5,172	-	5,172	(2,712)	2,460	-	2,460
TOTAL OBLIGATIONS (BA5)	436,625	0	436,625	0	436,625	30,343	466,968
Less Reimbursables (BA5)	-	-	-	-	-	-	-
TOTAL DIRECT PROGRAM (BA5)	436,625	0	436,625	0	436,625	30,343	466,968
Apprehension of Military Deserters	278	-	278	(48)	230	-	230
Interest on Uniformed Services Savings	269	-	269	(26)	243	-	243
Death Gratuities	13,500	-	13,500	(500)	13,000	-	13,000
Unemployment Benefits	8,324	-	8,324	978	9,302	52,598	61,900
Educational Benefits	142	-	142	2	144	-	144
Adoption Expenses	140	-	140	(56)	84	-	84
Traumatic Injury Servicemembers' Group Life Insurance.	3,876	-	3,876	1	3,877	(1,742)	2,135
NCR Travel Subsidy	1,568	-	1,568	(472)	1,096	-	1,096
Partial Dislocation Allowance	22	-	22	49	71	-	71
Junior R.O.T.C.	3,928	-	3,928	72	4,000	-	4,000
TOTAL OBLIGATIONS (BA6)	32,047	0	32,047	0	32,047	50,856	82,903
Less Reimbursables (BA6)	-	-	-	-	-	-	-
TOTAL DIRECT PROGRAM (BA6)	32,047	0	32,047	0	32,047	50,856	82,903
TOTAL MPMC OBLIGATIONS	15,000,864	(294,853)	14,706,011	24,047	14,730,058	(180,681)	14,549,378
LESS REIMBURSABLES	30,050	-	30,050	-	30,050	(2,409)	27,641
TOTAL MPMC DIRECT PROGRAM	14,970,814	(294,853)	14,675,961	24,047	14,700,008	(178,273)	14,521,736

^{1/}Includes Division C, Title IX and Division J, Title IV of the Consolidated Appropriations Act, 2021 (P.L. 116-260).

*Numbers may not add due to rounding.

MILITARY PERSONNEL, MARINE CORPS
SCHEDULE OF INCREASE AND DECREASES - SUMMARY
(\$ in Thousands)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>TOTAL</u>
FY 2021 DIRECT PROGRAM	\$3,328,985	\$9,882,573	\$760,307	\$466,968	\$82,903	\$14,521,736
PRICING INCREASE (PI)	\$94,144	\$228,603	\$19,085	\$7,677	\$158	\$349,667
Annualization (PI):	\$19,675	\$56,631	\$12,055	\$0	\$0	\$88,361
- Annualization 1 Jan FY 2021 pay raise of 3.0% on Basic Pay	\$13,143	\$39,414				\$52,557
- Annualization 1 Jan FY 2021 pay raise of 3.0% on Retired Pay Accrual (RPA)	\$4,559	\$13,708				\$18,267
- Annualization 1 Jan FY 2021 inflation rate of 3.7% on BAS	\$380		\$12,055			\$12,435
- Annualization 1 Jan FY 2021 pay raise of 3.0% on Federal Insurance Contribution Act (FICA)	\$985	\$3,131				\$4,116
- Annualization 1 Jan FY 2021 inflation rate of 3.0% and Foreign Currency Fluctuation (FCF) on Overseas Station Allow.	\$149	\$378				\$527
- Annualization 1 Jan FY 2021 pay raise of 3.0% on Separations Pay	\$416					\$416
- Annualization 1 Jan FY 2021 inflation rate of 3.0% on Lump Sum Leave	\$43					\$43
Pay Raise (PI):	\$53,890	\$164,673	\$0	\$1,471	\$2	\$220,036
- 1 Jan 2022 pay raise of 2.7% effect on Basic Pay	\$36,511	\$109,688				\$146,199
- 1 Jan 2022 pay raise of 2.7% effect on RPA	\$12,679	\$45,506				\$58,185
- 1 Jan 2022 pay raise of 2.7% effect on FICA	\$2,738	\$8,708				\$11,446
- 1 Jan 2022 inflation rate of 2.7% on PCS Dislocation Allowance				\$1,471		\$1,471
- 1 Jan 2022 inflation rate of 2.3% on BAS	\$1,384					\$1,384
- 1 Jan 2022 pay raise of 2.7% and FCF effect on Overseas Station Allowance	\$448	\$771				\$1,219
- 1 Jan 2022 pay raise of 2.7% on Lump Sum Leave	\$130					\$130
- 1 Jan 2022 inflation rate of 2.7% on Partial Dislocation Allowance					\$2	\$2
Inflation Rate (PI):	\$5	\$164	\$0	\$6,206	\$0	\$6,376
- Increase in PCS Travel due to non-pay inflation of 1.8%				\$6,206		\$6,206
- Increase in Temporary Lodging Allowances due to non-pay inflation of 1.8%		\$103				\$103
- Increase in CONUS COLA due to non-pay inflation of 1.8%	\$4	\$61				\$65
- Increase in Clothing due to non-pay inflation of 1.8%	\$1					\$1
BAH Rates (PI):	\$19,692	\$0	\$0	\$0	\$0	\$19,692
- Increase in Housing Allowance due to the FY rate increase of 3.7%	\$18,983					\$18,983
- Increase in Overseas Housing Allowance due to average rates	\$709					\$709
Other (PI):	\$882	\$7,135	\$7,031	\$0	\$156	\$15,204
- Increase in Other Regionalization			\$4,471			\$4,471
- Increase in Moving-In Housing Allowance (MIHA) increase due to average rate	\$8	\$2,853				\$2,861
- Increase in Selective Reenlistment Bonus due to average rate		\$1,910				\$1,910
- Increase in MREs increase due to the increase in expected usage			\$1,409			\$1,409
- Increase in COLA due to average rate		\$1,377				\$1,377
- Increase in Lump Sum Leave due to average rates		\$995				\$995
- Increase in Special Pay Continuation Pay	\$854					\$854
- Increase in Special Pay due to average rate	\$20					
- Increase in Members Taking in Mess due to discount meal rate			\$586			\$586
- Increase in Unitized Rations increase in inflation rate			\$520			\$520
- Increase in Traumatic Service Group Life Insurance due to increase in rate					\$80	\$80
- Increase in Junior Reserve Officer Training Corps (JROTC) due to price increase					\$76	\$76
- Increase in Other Messing			\$24			\$24
- Increase in Other Package Operational Rations increase due to workyears			\$21			\$21
PROGRAM INCREASE (PGI)	\$7,390	\$86,279	\$6,276	\$9,423	\$411	\$109,153
Strength (PGI):	\$3,576	\$1,978	\$6,276	\$0	\$0	\$11,830
- Increase in Less Collections			\$6,276			\$6,276
- Increase in RPA due to work years and grade structure	\$3,576					\$3,576
- Increase in Separation Pay, Lump Sum Leave and TERA due to increase in takers		\$1,978				\$1,978

* Totals may not add due to rounding

MILITARY PERSONNEL, MARINE CORPS
SCHEDULE OF INCREASE AND DECREASES - SUMMARY (CONTINUED)
(\$ in Thousands)

PROGRAM INCREASE (PGI) (CONTINUED)	BA 1	BA 2	BA 4	BA 5	BA 6	TOTAL
Other (PGI):	\$3,814	\$84,302	\$0	\$9,423	\$411	\$97,323
- Increase in BAH due to takers		\$43,024				\$43,024
- Increase in Thrift Savings Plan (TSP) contributions for Blended Retirement System	\$2,958	\$17,211				\$20,169
- Increase in Special Pay due to takers		\$15,937				\$15,311
- Increase in Permanent Change of Station travel		\$2,498		\$9,423		\$11,921
- Increase in Selective Reenlistment Bonus due to takers		\$3,037				\$3,037
- Increase in Overseas Housing Allowance due to takers	\$856	\$1,538				\$2,394
- Increase in Continuation Pay due to takers		\$746				\$746
- Increase in Mass Transportation Subsidies					\$378	\$378
- Increase in Enlistment Bonus due to takers		\$310				\$310
- Increase in Partial Dislocation Allowance increase due to takers					\$19	\$19
- Increase in Adoption Reimbursement due to takers					\$10	\$10
- Increase in Apprehension of Military deserters due to takers					\$4	\$4
INCREASES TOTAL	\$101,534	\$314,882	\$25,361	\$17,100	\$569	\$458,820
PRICING DECREASE (PD)	(\$495)	(\$30,646)	(\$3,281)	(\$27,466)	(\$144)	(\$62,031)
Other (PD):	(\$495)	(\$30,646)	(\$3,281)	(\$27,466)	(\$144)	(\$62,031)
- Decrease in Permanent Change of Station (PCS) Travel				(\$27,466)		(\$27,466)
- Decrease in BAH		(\$22,586)				(\$22,586)
- Special Pay decrease due to average rate		(\$5,230)				(\$5,230)
- Less Collections			(\$3,281)			(\$3,281)
- Separation Pay decrease due to average rate		(\$2,125)				(\$2,125)
- Decrease in Overseas Housing due to non-pay inflation rate of 1.8%		(\$705)				(\$705)
- Decrease in Incentive Pay due to average rate	(\$495)					(\$495)
- Decrease in Education Benefits due to the amortization payment set by DOD Board of Actuaries			\$0		(\$144)	(\$144)
PROGRAM DECREASE (PGD)	(\$49,125)	(\$78,294)	(\$12,703)	(\$7,876)	(\$22,816)	(\$170,814)
Strength (PGD):	(\$49,125)	(\$78,294)	\$0	\$0	\$0	(\$127,419)
- Decrease in Basic Pay due to takers	(\$27,318)	(\$55,817)				(\$83,135)
- Decrease in Retire Pay Accrual due to takers	(\$9,370)	(\$15,626)				(\$24,996)
- Decrease in Basic Allowance for Housing due to takers	(\$7,138)					(\$7,138)
- Decrease in FICA due to takers	(\$1,958)	(\$3,475)				(\$5,433)
- Decrease in Separation Pay due to takers	(\$783)	(\$3,370)				(\$4,153)
- Decrease in Special Pay due to takers	(\$1,444)					(\$1,444)
- Decrease in BAS due to decrease in workyears	(\$779)					(\$779)
- Decrease in Incentive Pay due to takers	(\$335)	(\$5)				(\$340)
Other (PGD):	\$0	\$0	(\$12,703)	(\$7,876)	(\$22,816)	(\$43,395)
- Decrease in Unemployment Benefits due to reduction					(\$22,259)	(\$22,259)
- Decrease in When Authorized to Mess due to takers			(\$12,247)			(\$12,247)
- Decrease in PCS Operational, Rotational, Seperational and Unit travel				(\$7,876)		(\$7,876)
- Decrease in Members Taking Meals in Mess due to discount meal rate			(\$456)			(\$456)
- Decrease in SGLI Traumatic Injury Payment decrease due to takers					(\$251)	(\$251)
- Decrease in Junior Reserve Officer Training Corps (JROTC) due to takers					(\$187)	(\$187)
- Decrease in Interest on Uniformed Deposit due to takers					(\$119)	(\$119)
DECREASES TOTAL	(\$49,620)	(\$108,939)	(\$15,984)	(\$35,342)	(\$22,960)	(\$232,845)
FY 2022 DIRECT PROGRAM	\$3,380,899	\$10,088,515	\$769,685	\$448,725	\$60,513	\$14,748,337

* Totals may not add due to rounding

SECTION 5
MILITARY PERSONNEL, MARINE CORPS
SCHEDULE OF INCREASES AND DECREASES - (Budget Activity 1)
(\$ in Thousands)

PAY AND ALLOWANCE OF OFFICERS

	AMOUNT
FY 2021 Direct Program	\$3,328,985
Increases:	
PRICING INCREASES:	
Increase in Basic Pay due to longevity and the 2.7% pay raise, effective 1 January 2022	\$36,511
Increase in Basic Allowance for Housing due to the 3.7% FY BAH inflation rate	\$18,983
Increase in Basic Pay due to longevity and the annualization of the 3.0% pay raise, effective 1 January 2021	\$13,143
Increase in Retired Pay Accrual due to longevity and the 2.7% pay raise, effective 1 January 2022	\$12,679
Increase in Retired Pay Accrual due to longevity and the annualization of the 3.0% pay raise, effective 1 January 2021	\$4,559
Increase in FICA due to longevity and the 2.7% pay raise, effective 1 January 2022	\$2,738
Increase in Basic Allowance for Subsistence due to the 2.3% inflation rate, effective 1 January 2022	\$1,384
Increase in FICA due to longevity and the annualization of the 3.0% pay raise, effective 1 January 2021	\$985
Increase in Special Pay 'Continuation Pay' due to average rate	\$854
Increase in Overseas Housing Allowance due to average rates	\$690
Increase in Overseas Station Allowance due to the 2.7% pay raise, effective 1 January 2022	\$448
Increase in Separation Pay due to average rates	\$416
Increase in Basic Allowance for Subsistence due to the annualization of the 3.7% inflation rate, effective 1 January 2021	\$380
Increase in Overseas Station Allowance due to the annualization of the 3.0% pay raise, effective 1 January 2021	\$149
Increase in Lump Sum Leave due to the 2.7% pay raise, effective 1 January 2022	\$130
Increase in Lump Sum Leave due to the annualization of the 3.0% pay raise, effective 1 January 2021	\$43
Increase in Special Pay due to average rates	\$20
Increase in Overseas Move In Housing Allowance (MIHA) due to average rate	\$8
Increase in CONUS COLA due to non-pay inflation rate increase of 1.8%	\$4
Increase in Clothing Allowance due to non-pay inflation rate increase of 1.8%	\$1
TOTAL PRICING INCREASES	\$94,124
PROGRAM INCREASES:	
Increase in Retired Pay Accrual due to Full Time work years	\$3,576
Increase in Thrift Savings Plan (TSP) Matching Contribution due to takers	\$2,958
Increase in Overseas Housing Allowance due to work years and grade structure	\$876
TOTAL PROGRAM INCREASES	\$7,410
TOTAL INCREASES	\$101,534
Decreases:	
PRICING DECREASES:	
Decrease in Incentive Pay due to average rates	(\$495)
TOTAL PRICING DECREASES	(\$495)
PROGRAM DECREASES:	
Decrease in Basic Pay due to grade structure and work years	(\$27,318)
Decrease in Retired Pay Accrual due to Part Time work years	(\$9,370)
Decrease in Basic Allowance for Housing due to work years and grade structure	(\$7,138)
Decrease in FICA due to grade structure and work years	(\$1,958)
Decrease in Special Pay due to the number of takers	(\$1,444)
Decrease in Separation Pay due to the number of takers	(\$783)
Decrease in Basic Allowance for Subsistence due to work years	(\$779)
Decrease in Incentive Pay due to takers	(\$335)
TOTAL PROGRAM DECREASES	(\$49,124)
TOTAL DECREASES	(\$49,619)
FY 2022 Direct Program	\$3,380,900

*Totals and Subtotal's might not add due to rounding

PROJECT: A. Basic Pay

FY 2022 Estimate	\$1,822,259
FY 2021 Estimate	\$1,797,227
FY 2020 Actual	\$1,720,615

PART I - PURPOSE AND SCOPE

Funds requested provide basic compensation for officers on active duty according to rank and length of service under provision of 37 U.S.C. 201, 204, and 205. The estimate excludes those officers on active duty at the seat of Government and at Headquarters responsible for Reserve Affairs (10 U.S.C. 5144), and those officers of the Reserve Component on active duty serving in connection with the organizing, administering, recruiting, instructing, and training of the Reserve Components (10 U.S.C. 10304, 12301, and 12310.)

PART II - JUSTIFICATION OF FUNDS REQUESTED

The basic pay budget estimate is a product of the projected average number of officer personnel and the average annual basic pay rate for each grade. The FY 2022 rates were built by applying inflation assumptions to FY 2020 average basic pay rates. The basic pay rates reflect a 3.0% pay raise, effective 1 January 2021 and a 2.7% pay raise, effective 1 January 2022.

The FY 2022 program is based on a beginning Officer strength of 21,811, an end strength of 21,850 and an average strength of 22,080.

The computation of fund requirements is shown in the following tables:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CMC	1	\$194,943.72	\$195	1	\$198,487.20	\$198	1	\$202,237.90	\$202
O-10 General	2	\$194,943.72	\$390	2	\$198,487.20	\$397	2	\$202,337.90	\$405
O-9 Lieutenant General	16	\$194,943.72	\$3,119	17	\$198,487.20	\$3,374	16	\$202,437.90	\$3,239
O-8 Major General	32	\$186,702.83	\$5,974	33	\$192,560.44	\$6,354	28	\$197,705.89	\$5,536
O-7 Brigadier General	38	\$161,453.24	\$6,135	43	\$166,412.44	\$7,156	42	\$171,401.78	\$7,199
O-6 Colonel	681	\$142,216.36	\$96,849	692	\$146,596.55	\$101,445	655	\$150,652.59	\$98,677
O-5 Lieutenant Colonel	1,992	\$113,643.43	\$226,378	2,040	\$117,155.58	\$238,997	1,994	\$120,305.99	\$239,890
O-4 Major	4,128	\$95,412.03	\$393,861	4,229	\$98,379.58	\$416,047	4,040	\$101,098.67	\$408,439
O-3 Captain	4,997	\$74,653.17	\$373,042	5,175	\$77,034.55	\$398,654	5,458	\$79,168.04	\$432,099
O-2 First Lieutenant	3,334	\$57,880.89	\$192,975	3,298	\$59,833.10	\$197,330	3,081	\$61,505.21	\$189,498
O-1 Second Lieutenant	2,769	\$41,071.32	\$113,726	2,763	\$42,312.39	\$116,909	2,826	\$43,486.54	\$122,893
O-3E Captain	1,175	\$88,302.40	\$103,755	1,075	\$90,917.69	\$97,737	1,045	\$93,430.12	\$97,634
O-2E First Lieutenant	358	\$68,296.03	\$24,450	337	\$70,544.79	\$23,774	227	\$72,280.42	\$16,408
O-1E Lieutenant	350	\$54,512.76	\$19,079	355	\$56,811.68	\$20,168	343	\$58,364.30	\$20,019
W-5 Chief Warrant	111	\$106,602.24	\$11,833	112	\$110,050.28	\$12,326	112	\$112,840.85	\$12,638
W-4 Chief Warrant	305	\$91,871.98	\$28,021	298	\$94,650.39	\$28,206	345	\$97,315.41	\$33,574
W-3 Chief Warrant	580	\$76,344.40	\$44,280	589	\$78,771.40	\$46,396	706	\$80,932.27	\$57,138
W-2 Chief Warrant	845	\$64,763.89	\$54,725	874	\$66,800.63	\$58,384	788	\$68,647.30	\$54,094
W-1 Warrant Officer	378	\$57,742.08	\$21,827	393	\$59,478.97	\$23,375	371	\$61,124.95	\$22,677
Total Officers	22,092		\$1,720,615	22,326		\$1,797,227	22,080		\$1,822,259

PROJECT: B. Retired Pay Accrual-Officer

FY 2022 Estimate	\$638,312
FY 2021 Estimate	\$623,460
FY 2020 Actual	\$534,429

PART I - PURPOSE AND SCOPE

Funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C. 1466. Effective FY 2008, Title V, section 581 of the National Defense Authorization Act FY 2007 directs the Department of Defense to contribute at the part-time rate for the Reserve Component Marines who are mobilized or on active duty for operational support, rather than the full-time rate as previously mandated.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- (a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.
- (b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA NCP is 31.0 percent for FY 2020, 34.9 percent for FY 2021, and 35.1 percent for FY 2022. The part-time RPA NCP is 24.4 percent for FY 2020, 26.9 percent for FY 2021, and 25.7 percent for FY 2022.

Details of the cost computation are provided in the following table:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Full-Time Retired Pay Accrual	21,655	\$24,225.44	\$524,602	21,817	\$27,939.95	\$609,566	21,945	\$28,924.76	\$634,754
Part-Time Retired Pay Accrual	437	\$22,487.46	\$9,827	509	\$27,296.29	\$13,894	135	\$26,354.17	\$3,558
Total Retired Pay Accrual	22,092		\$534,429	22,326		\$623,460	22,080		\$638,312

Project: C. Thrift Savings Plan (TSP) - Matching Contributions

FY 2022 Estimate	\$29,328
FY 2021 Estimate	\$26,370
FY 2020 Actual	\$23,973

Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue until the member completes 26 years of service.

Part II - Justification of Funds Requested

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services began making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
TSP Matching Contributions - Officer			\$23,973			\$26,370			\$29,328
TOTAL TSP MATCHING CONTRIBUTIONS - OFFICER			\$23,973			\$26,370			\$29,328

PROJECT: D. Incentive Pay

FY 2022 Estimate	\$53,379
FY 2021 Estimate	\$54,209
FY 2020 Actual	\$47,034

PART I - PURPOSE AND SCOPE

The funds requested will provide incentive pay to officers performing hazardous duty as prescribed by United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 5, Special and Incentive Pays. Included in this request are the following types of duties:

- Aviation Incentive Pay (AVIP): To provide additional pay and aviation service to increase the ability of the Marine Corps to attract and retain officer volunteers in an aviation career.
- Flight Pay (Non-crew Members): To provide additional pay to help the Marine Corps induce personnel to enter upon and remain in duties involving flying and in recognition of the more-than-normal hazard of such duties. Amount paid is based on the member's Years of Service (YOS), not to exceed \$250 a month.
- Flight Pay (Crew Members): To provide additional pay to help the Marine Corps induce personnel to enter upon and remain in duties involving flying and in recognition of the more-than-normal hazard of such duties.
- Parachute Duty Pay: To provide additional pay to increase the ability of the Marine Corps to attract and retain volunteers for parachute duty and in recognition of the more than normal hazard of such duty.
- Demolition Duty Pay: To provide additional pay to increase the ability of the Marine Corps to attract and retain personnel for duty involving the demolition or neutralization of explosives.
- Flight Deck Duty Pay: To provide additional pay for personnel assigned aboard an air capable ship/aircraft carrier and in recognition of more-than-normal hazard of such duty
- High Altitude Low Opening (HALO) Pay: To provide additional payment for personnel who perform parachute jumps at altitudes higher than 10,000 feet and free fall to low altitudes before parachute opening.
- Acceleration and Deceleration Duty Pay: To provide additional payment for personnel who participate as human test subject in low and high pressure, acceleration or deceleration, or thermal stress chambersper.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Incentive pay is computed by multiplying the number of eligible officers programmed by the average rates. The computation of fund requirements is provided in the following tables:

PROJECT: D. Incentive Pay

(\$ in Thousands)

Incentive Pay - Officer Aviation Incentive Pay	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
2 or less	520	\$1,500.00	\$780	722	\$1,500.00	\$1,083	722	\$1,500.00	\$1,083
Over 2	351	\$1,872.00	\$657	363	\$1,872.00	\$680	363	\$1,872.00	\$680
Over 3	370	\$2,256.00	\$835	349	\$2,256.00	\$787	349	\$2,256.00	\$787
Over 4	349	\$2,472.00	\$863	622	\$2,472.00	\$1,538	622	\$2,472.00	\$1,538
Over 6	550	\$7,800.00	\$4,290	598	\$7,800.00	\$4,664	598	\$7,800.00	\$4,664
Over 8	500	\$9,600.00	\$4,800	510	\$9,600.00	\$4,896	510	\$9,600.00	\$4,896
Over 10	987	\$12,000.00	\$11,844	1,189	\$12,000.00	\$14,268	1,189	\$12,000.00	\$14,268
Over 17	424	\$10,080.00	\$4,274	445	\$10,080.00	\$4,486	445	\$10,080.00	\$4,486
Over 22	51	\$7,020.00	\$358	51	\$7,020.00	\$358	51	\$7,020.00	\$358
Over 23	35	\$5,940.00	\$208	34	\$5,940.00	\$202	34	\$5,940.00	\$202
Over 24	28	\$4,620.00	\$129	28	\$4,620.00	\$129	28	\$4,620.00	\$129
Over 25	21	\$3,000.00	\$63	21	\$3,000.00	\$63	21	\$3,000.00	\$63
TOTAL ACIP PAYMENTS	4,186	\$6,951.92	\$29,101	4,932	\$6,722.18	\$33,154	4,932	\$6,722.18	\$33,154

Incentive Pay - Hazard Pay	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Flying Duty Crewmembers	1	\$2,700.00	\$3	1	\$2,700.00	\$3	1	\$2,700.00	\$3
Flying Duty Non-Crewmembers	8	\$1,800.00	\$14	8	\$1,800.00	\$14	8	\$1,800.00	\$14
Parachute Jumping Duty	56	\$1,800.00	\$101	56	\$1,800.00	\$101	56	\$1,800.00	\$101
Demolition Duty	54	\$1,800.00	\$97	54	\$1,800.00	\$97	54	\$1,800.00	\$97
Flight Deck Duty Pay	10	\$1,800.00	\$18	10	\$1,800.00	\$18	10	\$1,800.00	\$18
HALO Pay	137	\$2,700.00	\$370	137	\$2,700.00	\$370	137	\$2,700.00	\$370
Acceleration and Deceleration Duty Pay	1	\$1,800.00	\$2	1	\$1,800.00	\$2	1	\$1,800.00	\$2
TOTAL HAZARD PAY	267	\$2,265.17	\$605	267	\$2,265.17	\$605	267	\$2,265.17	\$605

PROJECT: D. Incentive Pay - Aviation Bonus - Business Case Analysis

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) for FY 2017, Public Law 114-328, section 616(b)(2)(B), directs the Secretary concerned to provide the business case analysis of the amount required to address manning shortfalls by aircraft type category in the budget justification documents.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand.

Business Case Analysis (BCA)

Overview: The FY 2022 Aviation Bonus (AvB) plan is pursuing increased inventory stability across the aviation officer population. A stable inventory is critical while material readiness improvements continue to positively influence the flight hours and readiness rate of the operational and training squadrons.

Targeted Communities: The aviation specialties targeted for the higher monetary amount (\$35,000/\$25,000) are captains and majors who are aviators in the F-35 Joint Strike Fighter, F/A-18 Hornet, AV-8 Harrier, C-130 Hercules, and MV-22 Osprey communities. The aviation specialties targeted for the other monetary amount (\$25,000/\$15,000) are captains and majors who are aviators in the AH-1 Cobra, UH-1 Huey, and CH-53 Stallion communities.

Aircraft Personnel Manning Levels

Aircraft Type category:	FY20 Actual	FY21 Estimate	FY22 Estimate
Jet	56.2%	57.3%	56.1%
Prop	84.1%	80.5%	82.6%
Helo	89.9%	89.6%	97.0%
Tilt Rotor	80.8%	83.2%	89.2%

Criteria Used to Designate Targeted Communities & Project Impacts: Our criteria focuses on current inventory and projected retention rates. The Marine Corps utilizes statistical modeling that considers Military Occupational Specialty (MOS) inventories, historic attrition rates, annual accession missions, promotion rates, and future requirements to determine the optimal balance of aviation officers for the next seven years.

Non-Monetary Incentives: The Marine Corps works individually with each aviator to match their personal preferences with suitable requirements in the operating force. Duty station preference, unit preference, time on station waivers, geo-location preference, and assignments outside of their primary occupation are areas leveraged to incentivize the retention of aviators, while also filling mission critical requirements.

(\$ in Thousands)

PROJECT: D. Incentive Pay - Aviation Bonus	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Aircraft Type category:									
Jet	141	\$28,280.00	\$3,987	160	\$34,000.00	\$5,440	165	\$34,000.00	\$5,610
Prop	46	\$31,000.00	\$1,426	85	\$34,000.00	\$2,890	85	\$34,000.00	\$2,890
Helo	349	\$22,538.00	\$7,866	411	\$20,000.00	\$8,220	385	\$20,000.00	\$7,700
Tilt Rotor	130	\$31,149.00	\$4,049	130	\$30,000.00	\$3,900	114	\$30,000.00	\$3,420
TOTAL AVIATION BONUS - BCA	666	\$26,018.94	\$17,328	786	\$26,017.81	\$20,450	749	\$26,194.93	\$19,620
TOTAL ACIP PAYMENTS	4,186	\$6,951.92	\$29,101	4,932	\$6,722.18	\$33,154	4,932	\$6,722.18	\$33,154
TOTAL HAZARD PAY	266	\$2,273.68	\$605	266	\$2,273.68	\$605	266	\$2,273.68	\$605
TOTAL INCENTIVE PAY	5,119	\$9,188.15	\$47,034	5,985	\$9,057.41	\$54,209	5,948	\$8,974.21	\$53,379

PROJECT: E. Special Pay

FY 2022 Estimate	\$6,111
FY 2021 Estimate	\$6,679
FY 2020 Actual	\$5,734

PART I - PURPOSE AND SCOPE

The funds requested will provide for special pay in accordance with United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 5, Special and Incentive Pays. Included in this request for special pay are the following:

- Career Sea Pay
To provide additional payment for officers assigned to sea duty.
- Hardship Duty Pay
To provide payment for members performing duty designated by the Secretary of Defense as hardship duty. Member may qualify for Hardship Duty Pay (HDP) based on performance of a hardship mission or duty in a designated hardship location.
- Hardship Duty Pay-Tempo
To provide payment for a mobilization or deployment tempo that requires the member to perform duties in an operational environment for periods that exceed rotation norms may be designated as hardship duty for the purposes of paying HDP-T.
- Diving Duty Pay
To provide additional payment for officers performing duties involving scuba diving.
- Overseas Extension Pay
To provide additional pay for enlisted personnel in designated specialties who have completed their tour of duty at an overseas location and execute an agreement to extend that tour for a period of not less than one year.
- Imminent Danger Pay
To provide additional payment for officers performing duties in designated hostile areas.
- Foreign Language Proficiency Pay
To provide additional payment to officers who are proficient in specific foreign languages in accordance with Title 37 USC 353.
- Continuation Pay
To provide an incentive for continued active duty service for mid-career officer and enlisted Marines. This is part of the Blended Retirement System.
- Personal Money Allowance
To provide additional payment intended to partially reimburse officers in the grade of Lieutenant General and above for the many unusual expenses incurred in the performance of their official duties.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Special pay is computed by multiplying the number of eligible officers programmed by the statutory rates. Details of the computations are shown in the following tables:

PROJECT: E. Special Pay (Continued)

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CAREER SEA PAY									
O-6 Colonel	2	\$1,908.00	\$4	2	\$1,908.00	\$4	2	\$1,908.00	\$4
O-5 Lieutenant Colonel	7	\$1,200.00	\$8	7	\$1,200.00	\$8	7	\$1,200.00	\$8
O-4 Major	36	\$1,260.00	\$45	36	\$1,260.00	\$45	36	\$1,260.00	\$45
O-3 Captain	95	\$1,200.00	\$114	95	\$1,200.00	\$114	95	\$1,200.00	\$114
O-2 First Lieutenant	62	\$1,200.00	\$74	62	\$1,200.00	\$74	62	\$1,200.00	\$74
O-1 Second Lieutenant	5	\$1,200.00	\$6	5	\$1,200.00	\$6	5	\$1,200.00	\$6
O-3E Captain	17	\$1,596.00	\$27	17	\$1,596.00	\$27	17	\$1,596.00	\$27
O-2E First Lieutenant	6	\$1,200.00	\$7	6	\$1,200.00	\$7	6	\$1,200.00	\$7
O-1E Second Lieutenant	1	\$1,200.00	\$1	1	\$1,200.00	\$1	1	\$1,200.00	\$1
W-4 Chief Warrant Officer	5	\$4,188.00	\$21	5	\$4,188.00	\$21	5	\$4,188.00	\$21
W-3 Chief Warrant Officer	8	\$2,580.00	\$21	8	\$2,580.00	\$21	8	\$2,580.00	\$21
W-2 Chief Warrant Officer	18	\$2,568.00	\$46	18	\$2,568.00	\$46	18	\$2,568.00	\$46
W-1 Warrant Officer	4	\$2,256.00	\$9	4	\$2,256.00	\$9	4	\$2,256.00	\$9
SUBTOTAL CAREER SEA PAY	266	\$1,444.87	\$384	266	\$1,444.87	\$384	266	\$1,444.87	\$384
Hardship Duty - Location \$100	793	\$1,041.64	\$826	716	\$1,031.39	\$738	214	\$1,200.00	\$257
Hardship - Mission Pay	1	\$1,500.00	\$2	1	\$1,500.00	\$2	1	\$1,500.00	\$2
Hardship Duty Pay - ROM	56	\$1,500.00	\$84	56	\$1,500.00	\$84	56	\$1,500.00	\$84
Hardship Duty Pay - TEMPO	58	\$5,940.00	\$345	48	\$5,940.00	\$285	14	\$5,940.00	\$83
SUBTOTAL HARSHIP/LOCATION	908	\$1,384.40	\$1,257	821	\$1,350.91	\$1,109	285	\$1,496.35	\$426
Diving Duty Pay	103	\$2,580.00	\$266	103	\$2,580.00	\$266	103	\$2,580.00	\$266
Diving Student Pay	2	\$1,800.00	\$4	2	\$1,800.00	\$4	2	\$1,800.00	\$4
Overseas Extension Pay	25	\$2,400.00	\$60	25	\$2,400.00	\$60	25	\$2,400.00	\$60
Imminent Danger Pay	315	\$2,700.00	\$851	269	\$2,700.00	\$726	37	\$2,700.00	\$100
Foreign Lang Proficiency Pay	478	\$3,879.69	\$1,854	573	\$3,633.51	\$2,082	532	\$3,700.77	\$1,969
Continuation Pay			\$1,058			\$2,048			\$2,902
TOTAL SPECIAL PAY	2,098	\$2,229.23	\$5,734	2,060	\$2,249.19	\$6,679	1,251	\$2,566.28	\$6,111

* Totals may not add up due to rounding

PROJECT: F. Basic Allowance for Housing

FY 2022 Estimate	\$584,652
FY 2021 Estimate	\$569,739
FY 2020 Actual	\$553,011

PART I - PURPOSE AND SCOPE

Congress approved in the FY 1998 Defense Authorization Act the payment of a Basic Allowance for Housing (BAH) to service members. The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). In addition, the Overseas Housing Allowance (OHA) payment, formerly budgeted in Overseas Station Allowance, was also realigned into this allowance section by the change in the law. Payment to service members is authorized by revisions to 37 USC 403. The FY 2000 National Defense Authorization Act directed the BAH transition to market-based housing rates be accelerated and completed during FY 2000.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The BAH budget estimate is a product of the average number of officers projected to receive BAH and estimated average annual rate for each grade and BAH category. The FY 2022 rates were built by applying inflation assumptions to the FY 2020 average BAH rates. The BAH rates reflect a 2.8% housing rate increase, effective 1 January 2021, and a 4.0% increase, effective 1 January 2022. Detailed cost computations are provided in the following table:

PROJECT: F. Basic Allowance for Housing (Continued)

(\$ in Thousands)

BASIC ALLOWANCES FOR HOUSING - DOMESTIC		FY20 Actual			FY21 Estimate			FY22 Estimate		
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
BAH With Dependents	O-10 General	1	\$33,768.00	\$34	1	\$34,781.04	\$35	1	\$36,067.94	\$36
	O-9 Lieutenant General	11	\$36,295.00	\$399	13	\$37,383.85	\$486	12	\$38,767.05	\$465
	O-8 Major General	24	\$34,353.00	\$824	24	\$35,383.59	\$849	23	\$36,692.78	\$844
	O-7 Brigadier General	31	\$35,733.00	\$1,108	31	\$36,804.99	\$1,141	36	\$38,166.77	\$1,374
	O-6 Colonel	561	\$35,169.81	\$19,730	599	\$36,208.62	\$21,689	554	\$37,548.34	\$20,802
	O-5 Lieutenant Colonel	1,630	\$33,911.20	\$55,275	1,673	\$34,930.39	\$58,439	1,629	\$36,222.81	\$59,007
	O-4 Major	3,184	\$30,678.04	\$97,679	3,157	\$31,878.50	\$100,640	3,069	\$33,058.00	\$101,455
	O-3 Captain	2,675	\$27,881.95	\$74,584	2,571	\$28,718.46	\$73,835	2,728	\$29,781.04	\$81,243
	O-2 First Lieutenant	969	\$24,322.58	\$23,569	960	\$25,052.69	\$24,051	893	\$25,979.64	\$23,200
	O-1 Second Lieutenant	461	\$21,337.00	\$9,836	417	\$21,977.11	\$9,164	424	\$22,790.26	\$9,663
	O-3E Captain	955	\$29,525.82	\$28,197	884	\$30,411.78	\$26,884	856	\$31,537.02	\$26,996
	O-2E First Lieutenant	256	\$26,747.00	\$6,847	259	\$27,549.41	\$7,135	175	\$28,568.74	\$5,000
	O-1E Lieutenant	251	\$25,279.00	\$6,345	241	\$26,037.37	\$6,275	233	\$27,000.75	\$6,291
	W-5 Chief Warrant Officer	96	\$31,379.00	\$3,012	97	\$32,320.37	\$3,135	99	\$33,516.22	\$3,318
	W-4 Chief Warrant Officer	253	\$29,502.00	\$7,464	247	\$30,387.06	\$7,506	286	\$31,511.38	\$9,012
	W-3 Chief Warrant Officer	468	\$28,859.00	\$13,506	458	\$29,724.77	\$13,614	549	\$30,824.59	\$16,923
	W-2 Chief Warrant Officer	661	\$26,954.00	\$17,817	707	\$27,762.62	\$19,628	637	\$28,789.84	\$18,339
	W-1 Warrant Officer	302	\$29,943.74	\$9,043	235	\$26,012.65	\$6,113	223	\$26,975.12	\$6,015
	Total BAH with Dependents Officer	12,789	\$29,343.12	\$375,269	12,574	\$30,270.33	\$380,619	12,427	\$31,381.88	\$389,983
	Total BAH Diff Officer	22	\$2,811.75	\$62	81	\$2,840.87	\$230	39	\$3,018.45	\$118
Total BAH with Dependents		12,811	\$29,297.56	\$375,331	12,655	\$30,094.77	\$380,849	12,466	\$31,293.22	\$390,101
BAH Without Dependents	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	1	\$35,244.00	\$35	1	\$36,301.32	\$36	1	\$37,644.47	\$38
	O-8 Major General	2	\$28,976.00	\$58	1	\$29,845.28	\$30	1	\$30,949.56	\$31
	O-7 Brigadier General	1	\$29,785.00	\$30	0	\$0.00	\$0	0	\$0.00	\$0
	O-6 Colonel	32	\$30,838.00	\$987	33	\$31,763.14	\$1,048	27	\$32,938.38	\$889
	O-5 Lieutenant Colonel	127	\$29,214.00	\$3,710	143	\$30,090.42	\$4,303	133	\$31,203.77	\$4,150
	O-4 Major	485	\$27,683.70	\$13,427	501	\$28,514.21	\$14,286	461	\$29,569.24	\$13,631
	O-3 Captain	1,918	\$26,356.84	\$50,552	1,967	\$27,147.71	\$53,400	2,081	\$28,152.18	\$58,585
	O-2 First Lieutenant	1,967	\$21,851.90	\$42,983	1,979	\$22,507.56	\$44,542	1,849	\$23,340.34	\$43,156
	O-1 Second Lieutenant	1,330	\$18,495.00	\$24,598	1,383	\$19,049.85	\$26,346	1,412	\$19,754.69	\$27,895
	O-3E Captain	95	\$25,884.00	\$2,459	108	\$26,660.52	\$2,879	104	\$27,646.96	\$2,875
	O-2E First Lieutenant	57	\$24,002.00	\$1,368	54	\$24,722.06	\$1,335	36	\$25,636.78	\$923
	O-1E Lieutenant	60	\$20,732.00	\$1,244	67	\$21,353.96	\$1,431	65	\$22,144.06	\$1,439
	W-5 Chief Warrant Officer	8	\$27,967.00	\$224	8	\$28,806.01	\$230	7	\$29,871.83	\$209
	W-4 Chief Warrant Officer	13	\$25,162.00	\$327	10	\$25,916.86	\$259	10	\$26,875.78	\$269
	W-3 Chief Warrant Officer	35	\$26,638.00	\$932	35	\$27,437.14	\$960	42	\$28,452.31	\$1,195
	W-2 Chief Warrant Officer	62	\$25,540.00	\$1,583	61	\$26,306.20	\$1,605	55	\$27,279.53	\$1,500
	W-1 Warrant Officer	34	\$20,898.00	\$711	31	\$21,524.94	\$667	30	\$22,321.36	\$670
Total BAH without Dependents		6,227	\$23,322.34	\$145,228	6,382	\$24,029.57	\$153,357	6,314	\$24,937.32	\$157,455

PROJECT: F. Basic Allowance for Housing (Continued)

(\$ in Thousands)

BASIC ALLOWANCES FOR HOUSING - DOMESTIC		FY20 Actual			FY21 Estimate			FY22 Estimate		
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
BAH Partial	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-8 Major General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-7 Brigadier General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-6 Colonel	2	\$475.00	\$1	4	\$475.00	\$2	0	\$0.00	\$0
	O-5 Lieutenant Colonel	3	\$396.00	\$1	14	\$396.00	\$6	12	\$396.00	\$5
	O-4 Major	5	\$320.00	\$2	26	\$320.00	\$8	13	\$320.00	\$4
	O-3 Captain	100	\$267.00	\$27	67	\$267.00	\$18	58	\$267.00	\$15
	O-2 First Lieutenant	166	\$213.00	\$35	138	\$213.00	\$29	123	\$213.00	\$26
	O-1 Second Lieutenant	969	\$158.00	\$153	913	\$158.00	\$144	933	\$158.00	\$147
	O-3E Captain	0	\$0.00	\$0	1	\$266.00	\$0	0	\$0.00	\$0
	O-2E First Lieutenant	9	\$212.00	\$2	3	\$212.00	\$1	3	\$212.00	\$1
	O-1E Lieutenant	32	\$158.00	\$5	21	\$158.00	\$3	21	\$158.00	\$3
	W-5 Chief Warrant Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	W-4 Chief Warrant Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	W-3 Chief Warrant Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	W-2 Chief Warrant Officer	8	\$191.00	\$2	9	\$191.00	\$2	8	\$191.00	\$2
	W-1 Warrant Officer	4	\$166.00	\$1	4	\$166.00	\$1	4	\$166.00	\$1
Total BAH Partial		1,298	\$176.47	\$229	1,200	\$178.25	\$214	1,175	\$173.75	\$204

BASIC ALLOWANCES FOR HOUSING - OVERSEAS		FY20 Actual			FY21 Estimate			FY22 Estimate		
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Overseas BAH With Depn	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-8 Major General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-7 Brigadier General	2	\$50,271.00	\$100	2	\$51,125.61	\$102	2	\$52,045.87	\$104
	O-6 Colonel	25	\$42,996.00	\$1,075	28	\$43,726.93	\$1,224	23	\$44,514.02	\$1,024
	O-5 Lieutenant Colonel	120	\$38,949.83	\$4,674	129	\$40,283.37	\$5,197	138	\$41,008.47	\$5,659
	O-4 Major	196	\$35,150.57	\$6,890	204	\$38,079.53	\$7,768	213	\$38,764.96	\$8,257
	O-3 Captain	125	\$32,795.55	\$4,099	131	\$34,173.23	\$4,477	143	\$34,788.35	\$4,975
	O-2 First Lieutenant	44	\$28,936.00	\$1,273	41	\$29,427.91	\$1,207	41	\$29,957.61	\$1,228
	O-1 Second Lieutenant	12	\$27,071.00	\$325	15	\$27,531.21	\$413	12	\$28,026.77	\$336
	O-3E Captain	52	\$36,694.00	\$1,908	53	\$37,317.80	\$1,978	54	\$37,989.52	\$2,051
	O-2E First Lieutenant	12	\$34,814.00	\$418	9	\$35,405.84	\$319	7	\$36,043.14	\$252
	O-1E Lieutenant	5	\$30,179.00	\$151	5	\$30,692.04	\$153	5	\$31,244.50	\$156
	W-5 Chief Warrant Officer	4	\$40,212.00	\$160	5	\$40,895.60	\$204	4	\$41,631.72	\$167
	W-4 Chief Warrant Officer	17	\$37,822.00	\$643	20	\$38,464.97	\$769	22	\$39,157.34	\$861
	W-3 Chief Warrant Officer	40	\$36,386.00	\$1,455	44	\$37,004.56	\$1,628	48	\$37,670.64	\$1,808
	W-2 Chief Warrant Officer	39	\$32,484.00	\$1,267	38	\$33,036.23	\$1,255	36	\$33,630.88	\$1,211
	W-1 Warrant Officer	19	\$29,545.00	\$561	19	\$30,047.27	\$571	19	\$30,588.12	\$581
Total Overseas BAH with Dependents Officer		712	\$35,113.28	\$25,000	743	\$36,696.90	\$27,265	767	\$37,381.18	\$28,672

PROJECT: F. Basic Allowance for Housing (Continued)

(\$ in Thousands)

BASIC ALLOWANCES FOR HOUSING - OVERSEAS		FY20 Actual			FY21 Estimate			FY22 Estimate		
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Overseas BAH Without Depn	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-8 Major General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-7 Brigadier General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-6 Colonel	5	\$38,501.00	\$193	8	\$39,155.52	\$313	3	\$39,860.32	\$120
	O-5 Lieutenant Colonel	22	\$29,030.00	\$639	27	\$32,475.86	\$877	29	\$33,060.43	\$959
	O-4 Major	44	\$24,602.48	\$1,083	45	\$29,754.37	\$1,339	46	\$30,289.95	\$1,393
	O-3 Captain	77	\$26,331.43	\$2,028	80	\$28,638.72	\$2,291	88	\$29,154.22	\$2,566
	O-2 First Lieutenant	79	\$25,103.00	\$1,983	76	\$25,529.75	\$1,940	73	\$25,989.29	\$1,897
	O-1 Second Lieutenant	9	\$26,318.00	\$237	9	\$26,765.41	\$241	9	\$27,247.18	\$245
	O-3E Captain	10	\$28,733.00	\$287	9	\$29,221.46	\$263	8	\$29,747.45	\$238
	O-2E First Lieutenant	5	\$28,566.00	\$143	5	\$29,051.62	\$145	5	\$29,574.55	\$148
	O-1E Lieutenant	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	W-5 Chief Warrant Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	W-4 Chief Warrant Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	W-3 Chief Warrant Officer	3	\$24,721.00	\$74	3	\$25,141.26	\$75	3	\$25,593.80	\$77
	W-2 Chief Warrant Officer	5	\$26,308.00	\$132	5	\$26,755.24	\$134	5	\$27,236.83	\$136
	W-1 Warrant Officer	2	\$13,276.00	\$27	2	\$13,501.69	\$27	2	\$13,744.72	\$27
Total Oversea BAH without Dependents Officer		261	\$26,144.09	\$6,824	269	\$28,426.55	\$7,647	271	\$28,800.71	\$7,805
Moving-In Housing Allowance		48	\$8,304.05	\$399	47	\$8,650.35	\$407	47	\$8,823.35	\$415
Total BAH - Overseas		1,021		\$32,223	1,059		\$35,319	1,085		\$36,892
Total BAH - Domestic		20,336		\$520,788	20,237		\$534,420	19,955		\$547,760
TOTAL BAH		21,357		\$553,011	21,296		\$569,739	21,040		\$584,652

PROJECT: G. Basic Allowance for Subsistence

FY 2022 Estimate	\$71,744
FY 2021 Estimate	\$70,676
FY 2020 Actual	\$65,661

PART I - PURPOSE AND SCOPE

The funds requested will provide subsistence allowances on a monthly basis to all officers as authorized by United States Code Title 37, 402 Pay and Allowances of the Uniformed Services, Chapter 7, Allowances.

PART 1 - JUSTIFICATION OF FUNDS REQUESTED

Basic Allowance for Subsistence (BAS) costs are computed by multiplying the statutory rate by the officer man years programmed. The BAS inflation rate is 3.7%, effective 1 January 2021 and 2.3%, effective 1 January 2022. The FY 2021 and FY 2022 BAS yearly composite rates are \$3,165.66 and \$3,249.26, respectively.

Details of the fund computation are provided in the following table:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
OFFICER BAS	22,092	\$2,972.18	\$65,661	22,326	\$3,165.66	\$70,676	22,080	\$3,249.26	\$71,744

PROJECT: H. Overseas Station Allowance

FY 2022 Estimate	\$31,326
FY 2021 Estimate	\$33,876
FY 2020 Actual	\$33,226

PART I - PURPOSE AND SCOPE

The funds requested will help to defray the excess costs of food, lodging, and related incidental expenses experienced by officers and their dependents on permanent duty outside the contiguous United States as prescribed by Joint Federal Travel Regulations and authorized under the provisions of Title 37 United States Code 475.

PART II - JUSTIFICATION OF FUNDS REQUESTED

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Barracks Cost of Living	11	\$6,161.00	\$68	11	\$6,345.83	\$70	11	\$6,517.17	\$72
Cost of Living Regular with Dependents	1,954	\$10,549.00	\$20,613	1,952	\$10,728.33	\$20,942	1,789	\$10,921.44	\$19,538
Cost of Living Regular without Dependents	1,178	\$7,253.00	\$8,544	1,157	\$7,376.30	\$8,534	1,029	\$7,509.07	\$7,727
TOTAL COST OF LIVING REGULAR	3,132	\$9,309.32	\$29,157	3,109	\$9,480.89	\$29,476	2,818	\$9,675.40	\$27,265
Temporary Lodging Allowance with Dependents	516	\$6,006.00	\$3,099	516	\$6,108.10	\$3,152	516	\$6,218.05	\$3,209
Temporary Lodging Allowance without Dependents	284	\$3,174.00	\$902	365	\$3,227.96	\$1,178	238	\$3,286.06	\$780
TOTAL TEMPORARY LODGING ALLOWANCE	800	\$5,000.07	\$4,001	881	\$4,914.85	\$4,330	754	\$5,293.90	\$3,989
TOTAL STATION ALLOWANCES	3,943	\$6,778.91	\$33,226	4,001	\$8,466.85	\$33,876	3,583	\$8,744.15	\$31,326

PROJECT: I. CONUS Cost of Living Allowance (CONUS COLA)

FY 2022 Estimate	\$229
FY 2021 Estimate	\$245
FY 2020 Actual	\$244

PART I - PURPOSE AND SCOPE

As part of the DOD Quality of Life(QOL) actions, the funds requested will provide for payment of a Cost of Living Allowance (COLA) to members of the Uniformed Services who are assigned to high cost areas in the Continental United States (CONUS). A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS by an established threshold percentage during a base period. The threshold (108 percent of National Cost of Living Average) percentage is established by the Secretary of Defense and cannot be less than eight percent. The amount of COLA payable is the product of spendable income (based on regular military compensation) times the difference between the COLA index for the individual's high cost area and the threshold percentage. This allowance was authorized by the FY 1995 National Defense Authorization Act.

PART II - JUSTIFICATION OF FUNDS REQUESTED

CONUS COLA payments are determined by multiplying the projected number of personnel eligible by an estimated rate.

The computation of fund requirements is provided in the following table:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Conus COLA with Dependents	108	\$1,646.15	\$177	108	\$1,680.40	\$181	104	\$1,675.40	\$174
Conus COLA without Dependents	45	\$1,495.29	\$67	42	\$1,532.13	\$64	37	\$1,486.64	\$55
TOTAL CONUS COLA	153	\$1,601.64	\$244	150	\$1,638.88	\$245	141	\$1,625.87	\$229

PROJECT: J. Uniform Allowances

FY 2022 Estimate	\$844
FY 2021 Estimate	\$852
FY 2020 Actual	\$850

PART I - PURPOSE AND SCOPE

The funds requested will provide initial and additional uniform allowances to eligible officers upon entering the service to purchase required uniforms as authorized in United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 7, Allowances.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Uniform allowances are determined by applying statutory rates to the number of eligible officers programmed.

Fund computations are provided on the following table:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Uniform - Initial	1,413	\$400.00	\$565	1,413	\$400.00	\$565	1,413	\$400.00	\$565
Uniform - Additional	1,043	\$200.00	\$209	1,042	\$200.00	\$208	995	\$200.00	\$199
Civilian - Initial	59	\$1,103.40	\$65	59	\$1,125.72	\$66	59	\$1,145.98	\$68
Civilian - Additional	31	\$368.28	\$11	31	\$375.84	\$12	31	\$382.60	\$12
TOTAL OFFICER CLOTHING	2,546	\$333.98	\$850	2,545	\$334.64	\$852	2,498	\$337.74	\$844

PROJECT: K. Family Separation Allowance (FSA)

FY 2022 Estimate \$2,379
FY 2021 Estimate \$3,690
FY 2020 Actual \$3,690

PART I - PURPOSE AND SCOPE

The funds requested are to equitably reimburse officers involuntarily separated from their dependents for the average extra expenses that result from the separation as authorized by United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 7, Allowances.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the statutory rate applicable.

Details of the cost computation are provided by the following tables:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
On PCS with Dependents not authorized	197	\$3,000.00	\$591	197	\$3,000.00	\$591	169	\$3,000.00	\$507
On Board Ship for More Than Thirty Days	25	\$3,000.00	\$75	25	\$3,000.00	\$75	25	\$3,000.00	\$75
On TDY for More Than Thirty Days	1,008	\$3,000.00	\$3,024	1,008	\$3,000.00	\$3,024	599	\$3,000.00	\$1,797
TOTAL FAMILY SEPARATION ALLOWANCE	1,230	\$3,000.00	\$3,690	1,230	\$3,000.00	\$3,690	793	\$3,000.00	\$2,379

PROJECT: L. Separation Payments

FY 2022 Estimate	\$15,534
FY 2021 Estimate	\$15,728
FY 2020 Actual	\$15,259

PART I - PURPOSE AND SCOPE

The funds requested will provide payments for:

- Unused Accrued Leave: To provide officers who are separated or released from active duty under honorable conditions as authorized by United States Code Title 37, Pay and Allowance of the Uniformed Services, Chapter 9, Leave.

- Severance Pay: To provide officers who are disabled, as authorized by United States Code Title 10, Armed Forces, Chapter 61, Retirement or Separation, including elimination severance pay to officers not eligible for retirement, as authorized by United States Code, Title 10, Armed Forces, Chapter 59, Separation.

- Readjustment Pay: To provide reserve officers who are involuntarily released from active duty as authorized by United States Code Title 10, Armed Forces, Chapter 39, Active Duty.

- Involuntary Separation Pay: To provide a lump-sum payment to eligible active and reserve Service members who have completed at least six, but fewer than twenty, years of active service immediately before being involuntarily discharged or denied continuation of service for which they volunteered, short of retirement eligibility.

- Voluntary Separation Incentive (VSI) and Special Separation Benefit (SSB): To provide personnel who are encouraged to leave active duty voluntarily, as authorized in Sections 1174a and 1175 of Title 10, United States Code (enacted in the FY 1992 National Defense Authorization Act, Public Law 102-190).

- Temporary Early Retirement Authority: A force management tool that can be used for force shaping through calendar year 2025 per the FY 2017 National Defense Authorization Act and DoDI 1332.46 Temporary Early Retirement Authority (TERA) for Service Members. Early retirement is used to retire service members with more than 15 but less than 20 years who are excess to service short-term and long-term needs and who, absent the availability of TERA, would have been expected to pursue and qualify for a 20-year retirement. Pay grade, MOS/occupational field health, years of service, remaining obligated service, potential for future service and advancement, and future force structure requirements are all considerations in the approval process. For members who left under the early retirement program, the Marine Corps was required to establish a sub account within the Military Personnel Appropriation to fund up front all early retirement payments including cost of living adjustments, which covered the entire initial period. This period was defined as that period equal to the difference between 20 years and the number of years completed by the member. Members approved for early retirement received the same benefits as individuals with 20 or more years of service. However, their retired pay is reduced for each month short of 20 years of active duty. The early retirement program is authorized until December 31, 2025.

PART II - JUSTIFICATION OF FUNDS REQUIRED

Separation payments are calculated by using cost factors, which are based on past experience, and programmed separations by type and by grade.

PROJECT: L. Separation Payments

PART II - JUSTIFICATION OF FUNDS REQUESTED

(\$ in Thousands)

Unused Accrued Leave

	FY20 Actual				FY21 Estimate				FY22 Estimate			
	# of Members	Avg Days Sold	Avg Daily Pay	Amount	# of Members	Avg Days Sold	Avg Daily Pay	Amount	# of Members	Avg Days Sold	Avg Daily Pay	Amount
O-10 General	0	0	\$0.00	\$0	0	0	\$0.00	\$0	0	0	\$0.00	\$0
O-9 Lieutenant General	1	60	\$541.51	\$32	1	60	\$551.35	\$33	1	60	\$562.33	\$34
O-8 Major General	3	41	\$518.44	\$64	3	41	\$534.12	\$66	3	41	\$548.95	\$68
O-7 Brigadier General	1	21	\$449.38	\$9	1	21	\$463.22	\$10	1	21	\$476.12	\$10
O-6 Colonel	90	17	\$319.44	\$493	86	13	\$407.30	\$469	86	13	\$418.59	\$482
O-5 Lieutenant Colonel	236	15	\$357.66	\$1,235	214	17	\$325.49	\$1,177	214	17	\$334.52	\$1,210
O-4 Major	471	14	\$265.48	\$1,719	412	14	\$273.27	\$1,576	412	14	\$280.85	\$1,620
O-3 Captain	498	32	\$112.03	\$1,785	494	17	\$213.94	\$1,797	494	17	\$219.87	\$1,846
O-2 First Lieutenant	163	18	\$160.76	\$472	163	18	\$166.23	\$488	163	18	\$170.84	\$501
O-1 Second Lieutenant	14	22	\$114.34	\$35	14	22	\$117.53	\$36	14	22	\$120.80	\$37
O-3E Captain	87	16	\$242.64	\$348	50	18	\$252.53	\$232	50	18	\$259.52	\$239
O-2E First Lieutenant	20	15	\$179.32	\$55	11	17	\$195.96	\$37	11	17	\$200.78	\$38
O-1E Lieutenant	3	17	\$151.42	\$8	3	17	\$157.81	\$8	3	17	\$162.12	\$8
W-5 Chief Warrant Officer	15	15	\$227.16	\$51	13	10	\$304.84	\$40	13	10	\$313.45	\$41
W-4 Chief Warrant Officer	26	16	\$255.24	\$105	26	16	\$262.92	\$108	26	16	\$270.26	\$111
W-3 Chief Warrant Officer	45	11	\$212.04	\$103	45	11	\$218.74	\$106	45	11	\$224.84	\$109
W-2 Chief Warrant Officer	39	12	\$188.02	\$90	28	13	\$185.54	\$68	28	13	\$190.68	\$69
W-1 Warrant Officer	2	16	\$147.59	\$5	2	15	\$165.19	\$5	2	15	\$169.79	\$5
Officer	1,714	19	\$203.17	\$6,609	1,566	20	\$199.55	\$6,256	1,566	20	\$205.07	\$6,428

Separation Payments

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Severance Pay, Disability	63	\$5,374.75	\$339	59	\$5,495.68	\$324	55	\$5,648.09	\$311
SEVERANCE, NON-DISABILITY	38	\$178,606.72	\$6,787	38	\$182,596.05	\$6,939	38	\$187,630.84	\$7,130
Involuntary - Half Pay	23	\$110,834.94	\$2,549	23	\$113,328.73	\$2,607	23	\$116,471.73	\$2,679
Involuntary - Full Pay	15	\$282,523.44	\$4,238	15	\$288,805.94	\$4,332	15	\$296,741.47	\$4,451
VSI Trust Fund Payment	1	\$215,000.00	\$215	1	\$172,000.00	\$172	1	\$129,000.00	\$129
Temporary Early Retirement Authority	15	\$87,266.67	\$1,309	23	\$88,575.66	\$2,037	17	\$90,347.18	\$1,536
TOTAL SEPARATION PAY (LESS LSL)	117		\$8,650	121		\$9,472	111		\$9,106
TOTAL SEPARATION PAY	1,831		\$15,259	1,687		\$15,728	1,677		\$15,534

PROJECT: N. Social Security Tax-Employer's Contribution

FY 2022 Estimate	\$136,029
FY 2021 Estimate	\$134,639
FY 2020 Actual	\$131,876

PART I - PURPOSE AND SCOPE

Funds requested represent the Government's contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Government's contribution of Social Security costs is based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983, established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor, and Disability Insurance (OASDI) rate is 6.2 percent and the Hospital Insurance (HI) rate is 1.45 percent. The maximum amounts of earnings per individual on which tax is payable are:

<u>Calendar Year</u>	<u>OASDI Base</u>	<u>Medicare Base</u>
2020	\$137,700	No upper limit
2021	\$142,800	No upper limit
2022	\$147,000	No upper limit

Details of the computations are shown in the following table:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Officer FICA	22,092	\$5,969.40	\$131,876	22,326	\$6,030.60	\$134,639	22,080	\$6,160.73	\$136,029

MILITARY PERSONNEL, MARINE CORPS
SCHEDULE OF INCREASES AND DECREASES - (Budget Activity 2)
(\$ in Thousands)

PAY AND ALLOWANCES OF ENLISTED PERSONNEL		AMOUNT
FY 2021 Direct Program		\$9,882,573
INCREASES		
PRICING INCREASES:		
Basic Pay increase due to the 2.7% pay raise, effective 1 January 2022	\$109,688	
Retired Pay Accrual increase due to the 2.7% pay raise, effective 1 January 2022	\$45,506	
Basic Pay increase due to the annualization of the 3.0% pay raise, effective 1 January 2021	\$39,414	
Retired Pay Accrual increase due to annualization of the 3.0% pay raise, effective 1 January 2021	\$13,708	
FICA increase due to the 2.7% pay raise, effective 1 January 2022	\$8,708	
FICA increase due to annualization of the 3.0% pay raise, effective 1 January 2021	\$3,131	
Overseas Moving-In Housing Allowance (MIHA) increase due to average rate	\$2,853	
Selective Reenlistment Bonus increase due to average rate	\$1,910	
COLA Increase due to average rate	\$1,377	
Lump Sum Leave increase due to average rate	\$995	
Overseas Station Allowance increase due to the 2.70% pay raise, effective 1 January 2022	\$771	
Overseas Station Allowance increase due to the 3.0% pay raise, effective 1 January 2021	\$378	
Temporary Lodging Allowance increase due to non pay inflation	\$103	
CONUS COLA increase due to non-pay inflation rate increase of 1.8%	\$61	
TOTAL PRICING INCREASES	\$228,603	
PROGRAM INCREASES:		
BAH Increase due to takers	\$43,024	
Thrift Savings Plan (TSP) Matching Contribution increase due to takers	\$17,211	
Special Pay increase due to takers	\$15,937	
Selective Reenlistment Bonus increase due to takers	\$3,037	
Clothing increase due to takers	\$2,498	
Lump Sum Leave increase due to takers	\$1,978	
Overseas Housing Allowance increase due to takers	\$1,538	
Special Pay 'Continuation Pay' increase due to takers	\$746	
Enlistment Bonus increase due to takers	\$310	
TOTAL PROGRAM INCREASES	\$86,279	
TOTAL INCREASES		\$314,882
DECREASES		
PRICING DECREASES:		
Basic Allowance for Housing decrease	(\$22,586)	
Special Pay Decrease due to average rate	(\$5,230)	
Separation Pay Decrease due to average rate	(\$2,125)	
Overseas Housing Allowance decrease due to the non-pay inflation rate of 1.8%	(\$705)	
TOTAL PRICING DECREASES	(\$30,646)	
PROGRAM DECREASES:		
Basic Pay decrease due to Active Component work years	(\$53,200)	
Retired Pay Accrual decrease due to Active Component work years	(\$15,625)	
FICA decrease due to Active Component work years	(\$3,312)	
Basic Pay decrease due to Reserve Component work years	(\$2,617)	
Separation Pay decrease due to takers	(\$2,515)	
TERA decrease due to takers	(\$855)	
FICA decrease due to Reserve Component work years	(\$163)	
Decrease in Incentive Pay due to takers	(\$5)	
Retired Pay Accrual decrease due to Reserve Component work years	(\$2)	
TOTAL PROGRAM DECREASES	(\$78,294)	
TOTAL DECREASES		(\$108,939)
FY 2022 Direct Program		\$10,088,515

*Totals and Subtotals might not add due to rounding

Exhibit PB-30P
Schedule of Increases and Decreases

PROJECT: A. Basic Pay

FY 2022 Estimate	\$5,419,211
FY 2021 Estimate	\$5,327,186
FY 2020 Actual	\$5,291,059

PART I - PURPOSE AND SCOPE

The funds requested will provide for basic compensation and length of service increments for enlisted personnel on active duty, in accordance with Title 37 U.S.C., Pay and Allowance of the Uniformed Services, Chapter 3, Basic Pay. Basic Pay is the primary means of compensating members of the Uniformed Services. Except for certain periods of unauthorized absence, excess leave, and confinement after an enlistment has expired, every member is entitled to basic pay while on active duty paid on a regular basis at a rate determined by pay grade and length of service.

PART II - JUSTIFICATION OF FUNDS REQUIRED

The basic pay budget estimate is a product of the projected average number of enlisted personnel and the average annual basic pay rate for each grade. The FY 2022 rates were built by applying inflation assumptions to FY 2020 average basic pay rates. The basic pay rates reflect a 3.0 percent pay raise, effective 1 January 2021 and a 2.7 percent pay raise, effective 1 January 2022.

The FY 2022 program is based on a beginning Enlisted strength of 159,393, an end strength of 156,650 and an average strength of 159,203.

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Sergeant Major of the Marine Corps (SMMC)	1	\$105,600.55	\$106	1	\$108,519.60	\$109	1	\$111,529.20	\$112
E-9 Sergeant Major/Master Gunnery Sergeant	1,598	\$83,415.71	\$133,298	1,587	\$85,831.35	\$136,214	1,576	\$88,190.20	\$138,988
E-8 First Sergeant/Master Sergeant	3,983	\$65,460.92	\$260,731	3,967	\$67,262.55	\$266,831	3,974	\$69,106.69	\$274,630
E-7 Gunnery Sergeant	8,681	\$55,830.60	\$484,665	8,621	\$57,405.46	\$494,892	8,591	\$58,990.48	\$506,787
E-6 Staff Sergeant	14,634	\$45,302.57	\$662,958	14,799	\$46,559.52	\$689,034	14,720	\$47,835.89	\$704,144
E-5 Sergeant	25,807	\$35,740.14	\$922,346	23,118	\$36,871.55	\$852,397	24,239	\$37,877.47	\$918,112
E-4 Corporal	36,464	\$29,597.38	\$1,079,239	34,856	\$30,468.16	\$1,061,998	31,859	\$31,306.56	\$997,396
E-3 Lance Corporal	44,662	\$25,194.59	\$1,125,241	46,346	\$25,930.53	\$1,201,777	45,122	\$26,646.07	\$1,202,324
E-2 Private First Class	19,347	\$23,193.06	\$448,716	18,254	\$23,834.52	\$435,075	19,265	\$24,495.48	\$471,905
E-1>4 Private	3,132	\$20,692.26	\$64,808	3,261	\$21,265.08	\$69,345	3,436	\$21,854.88	\$75,093
E-1<4 Private	5,695	\$19,131.04	\$108,951	6,079	\$19,660.20	\$119,514	6,420	\$20,205.48	\$129,719
TOTAL ENLISTED BASIC PAY	164,004	\$32,261.77	\$5,291,059	160,889	\$33,110.94	\$5,327,186	159,203	\$34,039.63	\$5,419,211
Forfeitures			\$5,496			\$4,570			\$4,570
TOTAL ENLISTED BASIC PAY SUBJECT TO RPA/FICA			\$5,291,059			\$5,322,616			\$5,414,641
TOTAL ENLISTED BASIC PAY REQUIREMENT	164,004		\$5,291,059	160,889		\$5,327,186	159,203		\$5,419,211

PROJECT: B. Retired Pay Accrual - Enlisted

FY 2022 Estimate	\$1,897,892
FY 2021 Estimate	\$1,854,757
FY 2020 Actual	\$1,637,500

PART I - PURPOSE AND SCOPE

Funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C. 1466.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

(a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.

(b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA NCP is 31.0 percent for FY 2020, 34.9 percent for FY 2021 and 35.1 percent for FY 2022. The part-time RPA NCP is 24.4 percent for FY 2020, 26.9 percent for FY 2021 and 25.7 percent for FY 2022.

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Full-Time Retired Pay Accrual - Enlisted	162,494	\$10,009.29	\$1,626,449	159,480	\$11,536.60	\$1,839,857	158,476	\$11,930.23	\$1,890,655
Part-Time Retired Pay Accrual - Enlisted	1,510	\$7,318.52	\$11,051	1,098	\$13,569.85	\$14,900	727	\$9,954.65	\$7,237
TOTAL RETIRED PAY ACCRUAL - ENLISTED	164,004	\$9,984.51	\$1,637,500	160,578	\$11,550.50	\$1,854,757	159,203	\$11,921.21	\$1,897,892

PROJECT: C. Thrift Savings Plan (TSP) - Matching Contributions

FY 2022 Estimate \$122,101
FY 2021 Estimate \$104,890
FY 2020 Actual \$81,831

Part I - Purpose and Scope

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue for a maximum of 26 years of service.

Part II - Justification of Funds Requested

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services began making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
TSP Matching Contributions - Enlisted	--	--	\$81,831	--	--	\$104,890	--	--	\$122,101
TOTAL TSP MATCHING CONTRIBUTIONS - ENL	--	--	\$81,831	--	--	\$104,890	--	--	\$122,101

PROJECT: D. Incentive Pay

FY 2022 Estimate	\$8,359
FY 2021 Estimate	\$8,364
FY 2020 Actual	\$8,383

PART I - PURPOSE AND SCOPE

The funds requested will provide incentive pay to enlisted personnel performing hazardous duty as prescribed by United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 5, Special and Incentive Pays. Included in this request are funds for the types of duty listed below.

- Flying Duty (Crew member)
To provide additional payment for enlisted personnel involved in frequent and regular participation in aerial flight as a crew member.
- Flying Duty (Non-crew member)
To provide additional payment for enlisted personnel involved in frequent and regular participation in aerial flight as a non-crew member. Amount paid is based on the member's Years of Service (YOS), not to exceed \$250 a month.
- Parachute Duty
To provide additional payment for enlisted personnel who perform parachute jumping as an essential part of military duty.
- Demolition Duty
To provide additional payment for enlisted personnel who perform duty involving the demolition of explosives as a primary duty, including training for such duty.
- High Altitude/Low Opening (HALO)
To provide additional payment for enlisted personnel who perform parachute jumps at altitudes higher than 10,000 feet and free fall to low altitudes before parachute opening.
- High/Low Pressure Chamber
To provide additional payment of enlisted personnel who performed duty within a high-pressure (hyperbaric or recompression) chamber or performed within a low pressure (altitude) chamber.
- Chemical Munitions
To provide additional payment for enlisted personnel who performed duty involving the handling of chemical munitions (or components of such munitions) as a primary duty.

PROJECT: D. Incentive Pay (Continued)**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Hazardous duty pay is computed on the basis of the average number of enlisted personnel in each grade who are eligible for payment. The computation for fund requirements is provided in the table below.

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Flying Duty Crewmembers	1,090	\$2,181.62	\$2,377	1,082	\$2,180.40	\$2,358	1,068	\$2,185.84	\$2,334
Flying Duty Non-Crew Members	336	\$1,800.00	\$604	336	\$1,800.00	\$604	344	\$1,800.00	\$619
Flight Deck Duty Pay	248	\$1,800.00	\$446	248	\$1,800.00	\$446	290	\$1,800.00	\$522
Parachute Jumping Duty	505	\$1,800.00	\$909	505	\$1,800.00	\$909	687	\$1,800.00	\$1,237
Demolition Duty	600	\$1,800.00	\$1,080	600	\$1,800.00	\$1,080	535	\$1,800.00	\$963
HALO Pay	1,090	\$2,700.00	\$2,944	1,090	\$2,700.00	\$2,944	982	\$2,700.00	\$2,651
HILO Pressure	13	\$1,800.00	\$23	13	\$1,800.00	\$23	14	\$1,800.00	\$25
Thermal Stress	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Chem Munitions	0	\$0.00	\$0	0	\$0.00	\$0	4	\$1,800.00	\$7
TOTAL INCENTIVE/HAZARD PAY	3,881	\$2,159.96	\$8,383	3,873	\$2,159.57	\$8,364	3,924	\$2,130.24	\$8,359

PROJECT: E. Special Pay

FY 2022 Estimate	\$65,548
FY 2021 Estimate	\$54,720
FY 2020 Actual	\$55,040

PART I - PURPOSE AND SCOPE

The funds requested will provide for Special Pay in accordance with Title 37 United States Code (37 U.S.C.) Pay and Allowances of the Uniformed Services; Chapter 5, Special and Incentive Pays; and Chapter 7, Allowances Other than Travel and Transportation Allowances. Included in this request for Special Pay and allowances are the following:

- Career Sea Pay
To provide additional payment for enlisted personnel in the grades of Corporal (E-4) and above who are assigned to sea duty.
- Hardship Duty Pay (HDP)
To provide payment for members performing duty designated by the Secretary of Defense as hardship duty. Members may qualify for HDP based on performance of hardship missions or duty in designated hardship locations.
- Hardship Duty Pay - Tempo
To provide payment for a mobilization or deployment tempo that requires the member to perform duties in an operational environment for periods that exceed rotation norms may be designated as hardship duty for the purposes of paying HDP-T.
- Overseas Extension Pay
To provide additional pay for enlisted personnel in designated specialties who have completed their tours of duty at an overseas location and have executed an agreement to extend those tours for a period of not less than one year.
- Diving Duty Pay
To provide additional payment for enlisted personnel performing duties involving scuba diving.
- Imminent Danger Pay (IDP)
To provide additional payment for enlisted personnel performing duties in designated hostile areas.
- Foreign Language Proficiency Pay (FLPP)
To provide additional payment to enlisted members who are proficient in a specific foreign language designated in accordance with 37 U.S.C. § 353.
- Personal Money Allowance
To provide additional payment intended to partially reimburse the Sergeant Major of the Marine Corps for the many unusual expenses incurred in the performance of official duties.
- Critical Skills Retention Bonus (CSRB)
To provide financial incentive to address skill-specific retention problems. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.
- Assignment Incentive Pay (AIP)
To provide a flexible, market-based incentive to encourage enlisted members to volunteer for difficult-to-fill positions or less desirable geographic locations.
- Continuation Pay (CP)
To provide an incentive for continued active duty service for mid-career officer and enlisted Marines. This is part of the Blended Retirement System (BRS).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Special Pay funding requirement is computed by applying statutory rates to the average number of personnel who are eligible for payment.

Beginning in FY 2021, a significant portion of the Special Pay funding shifted from the SRB Kicker and Special Duty Assignment Pay (SDAP) to AIP to support a new alignment of monetary incentives designed to increase the number of Marines who volunteer for special duty assignments (SDAs) and screenable billets. Additionally, the number of SDA types was reduced to three (Recruiter, Drill Instructor, and Detachment Commanders of Embassy Security Guards) and all will be at the Level 2 rate of \$150 per month. Marine volunteers for SDAs will qualify for an SRB if less than 12 months remain on their enlistment contracts and if they agree to reenlist. Marines who volunteer for SDAs will qualify for AIP no matter how much time remains on their enlistment contract. Volunteers will not be required to reenlist to qualify for AIP. Per Marine Corps Order (MCO) 1326.6, billets that are no longer designated as SDAs were re-designated as screenable billets (e.g., combat instructors). Marines serving in screenable billets will be offered AIP with the option to be paid monthly or in a single lump sum. The Marine Corps estimates that this new incentive package will increase the number of Marines volunteering for SDA and screenable billets. Historically, volunteers have a greater probability of successfully completing their SDA or screenable billet tours than non-volunteers.

PROJECT: E. Special Pay (Continued)

The computation of fund requirements is provided in the table below.

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CAREER SEA PAY	6,101	\$1,055.94	6,443	3,331	\$1,055.94	3,517	3,331	\$1,055.94	3,517
E-9	20	\$2,400.00	\$48	11	\$2,400.00	\$26	11	\$2,400.00	\$26
E-8	68	\$2,400.00	\$163	37	\$2,400.00	\$89	37	\$2,400.00	\$89
E-7	192	\$2,400.00	\$462	105	\$2,400.00	\$252	105	\$2,400.00	\$252
E-6	363	\$2,025.00	\$734	198	\$2,025.00	\$401	198	\$2,025.00	\$401
E-5	1,064	\$1,050.00	\$1,117	581	\$1,050.00	\$610	581	\$1,050.00	\$610
E-4	2,075	\$1,050.00	\$2,179	1,133	\$1,050.00	\$1,190	1,133	\$1,050.00	\$1,190
E-3	2,165	\$750.00	\$1,624	1,182	\$750.00	\$887	1,182	\$750.00	\$887
E-2	145	\$750.00	\$109	79	\$750.00	\$59	79	\$750.00	\$59
E-1	9	\$750.00	\$7	5	\$750.00	\$4	5	\$750.00	\$4
Hardship Duty - Location \$100	3,272	\$1,146.31	\$3,751	2,464	\$1,200.00	\$2,957	2,464	\$1,200.00	\$2,957
Hardship Duty - Mission Pay	7	\$1,800.00	\$13	9	\$1,800.00	\$16	8	\$1,800.00	\$14
Hardship Duty - TEMPO	63	\$5,674.25	\$357	224	\$5,940.00	\$1,331	224	\$5,940.00	\$1,331
Overseas Extension Pay	198	\$2,000.04	\$396	112	\$2,000.04	\$224	95	\$2,000.04	\$190
Diving Duty Pay	1,110	\$2,580.00	\$2,864	601	\$2,580.00	\$1,551	509	\$2,580.00	\$1,312
Diving Student Pay	18	\$1,800.00	\$33	8	\$1,800.00	\$14	7	\$1,800.00	\$12
Imminent Danger Pay	1,307	\$2,700.00	\$3,529	676	\$2,700.00	\$1,825	572	\$2,700.00	\$1,545
Foreign Language Proficiency Pay	1,712	\$2,471.29	\$4,232	1,519	\$2,742.60	\$4,166	1,568	\$2,794.76	\$4,382
Personal Money Allowance (SMMC)	2	\$2,000.04	\$4	2	\$2,000.04	\$4	2	\$2,000.04	\$3
Critical Skills Retention Bonus	0	\$0.00	\$0	7	\$51,570.96	\$361	7	\$52,714.29	\$369
Assignment Incentive Pay ^{1/}	72	\$7,067.57	\$509	6,777	\$4,131.63	\$28,000	9,298	\$4,131.63	\$38,415
Continuation Pay - Enlisted	--	--	\$1,533	--	--	\$1,819	--	--	\$2,565
SUBTOTAL SPECIAL PAY	13,863		\$23,663	15,730		\$45,785	21,208		\$56,612

^{1/}Beginning in FY 2021, Assignment Incentive Pay (AIP) will be paid to Marines who fill Special Duty Assignment (SDA) billets. This reallocates money from the former SDAP kicker bonus to AIP.

PROJECT: E. Special Pay (Continued): Special Duty Assignment Pay

PART I - PURPOSE AND SCOPE

These funds provide an additional monthly payment for performing duties which have been designated as extremely difficult or as involving an unusual degree of responsibility in a military skill, as authorized in U.S. Code Title 37, Section 307.

The following are examples of billets were identified as eligible for Special Duty Assignment Pay (SDAP) in FY 2020:

- (a) Marine Corps Embassy Security Guards/Career Planner (SDAP Level 1)
- (b) School of Infantry Instructors (SDAP Level 2)
- (c) Senior Enlisted Advisors to General Officers (SDAP Level 3)
- (d) Drill Instructor Duty (SDAP Level 4)
- (e) Career Recruiter, Recruiter, Critical Skill Operator (SDAP Level 5)
- (f) Sergeant Major, Marine Corps (SDAP Level 6)

Beginning in FY 2021, only the following billets will be identified as Special Duty Assignment per Marine Corps Order (MCO) 1326.6:

- (a) Drill Instructor Duty
- (b) Recruiter Duty
- (c) Detachment Commanders of Marine Corps Embassy Security

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimate is based on the number of individuals programmed to occupy skills for which special duty assignment is authorized. Beginning in FY 2021, a portion of the funding shifted from SRB Kicker and Special Duty Assignment Pay (SDAP) to AIP to support a new monetary incentive program (MARADMIN 628/20) designed to increase the number of Marines who volunteer for special duty assignments (SDAs) and other screenable billets defined by MCO 1326.6. Additionally, the number of SDAs was reduced to three assignments (Recruiter, Drill Instructor, and Detachment Commanders of Embassy Security Guards) and each is paid SDAP at \$150 per month rate. Marines who volunteer for SDAs qualify for AIP supplemental incentive. Volunteers are required to reenlist to qualify for AIP. Per MCO 1326.6, billets that are no longer designated as SDAs were re-designated as T1 screenable billets (e.g., MSG Watchstanders). Marines serving in T1 screenable billets are offered AIP with the option to be paid monthly or in a single lump sum. The Marine Corps estimates that this new incentive program will increase the number of Marines volunteering for SDA and screenable billets. Volunteers will likely have a lower pre-SDA school attrition, more likely to graduate from SDA school, and successfully complete their SDA tour than non-volunteers.

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
SDA 6 - \$450	201	\$5,400.00	\$1,084	0	\$0.00	\$0	0	\$0.00	\$0
SDA 5 - \$375	4,465	\$4,500.00	\$20,093	0	\$0.00	\$0	0	\$0.00	\$0
SDA 4 - \$300	1,227	\$3,600.00	\$4,417	0	\$0.00	\$0	0	\$0.00	\$0
SDA 3 - \$225	109	\$2,700.00	\$295	0	\$0.00	\$0	0	\$0.00	\$0
SDA 2 - \$150	1,405	\$1,800.00	\$2,528	4,964	\$1,800.00	\$8,935	4,964	\$1,800.00	\$8,935
SDA 1 - \$75	3,291	\$900.00	\$2,961	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL SDA	10,697	\$2,933.32	\$31,378	4,964	\$1,800.00	\$8,935	4,964	\$1,800.00	\$8,935
TOTAL SPECIAL PAY	24,560		\$55,040	20,694		\$54,720	26,172		\$65,548

PROJECT: F. Reenlistment Bonus

FY 2022 Estimate	\$119,823
FY 2021 Estimate	\$114,876
FY 2020 Actual	\$72,656

PART I - PURPOSE AND SCOPE

The Selective Reenlistment Bonus (SRB) (authorized by 37, U.S. Code, Section 331) provides a bonus to enlisted personnel who retain in a skill characterized by inadequate manning, low retention, and high replacement costs. It is payable to an individual eligible and recommended for reenlistment or extension before 20 years of service. Per DoD Instruction 1304.31, the SRB may not exceed \$25,000 for each year of obligated service with a maximum of \$100,000 per contract in the Active Component. All SRB contracts are paid in one lump-sum. Kicker Bonuses are offered for Early Reenlistment, Fleet Marine Forces (FMF) incentive Kicker to Infantry Corporals and Sergeants to remain in the FMF, Aircraft Maintenance Kicker for advanced qualifications, Air Traffic Controller Kicker for advanced certification, and a 72-month lateral move Kicker for Marines who accept an extended contract with a lateral move package.

The 10 most critical career force skill shortage occupations are:

- 0211 Counterintelligence/Human Intelligence Marine
- 0321 Reconnaissance Marine
- 0372 Critical Skill Operator
- 1721 Cyberspace Defensive Operator
- 2336 Explosive Ordnance Disposal Technician
- 1711 Cyberspace Offensive Operator
- 6694 Aviation Logistics Information Management System Specialist
- 5821 Criminal Investigator (CID) Agent
- 7257 Air Traffic Controller
- 0241 Imagery Analysis Specialist

PART II - JUSTIFICATION OF FUNDS REQUESTED

The primary objective of the SRB is to maintain an adequate level of experienced and qualified enlisted personnel in the peacetime forces.

The Marine Corps began obligating funding authority for the Reenlistment Bonus (SRB) in Fiscal Year (FY 2020) in accordance with the 2016 National Defense Authorization Act (NDAA), Public Law 114-92, November 25, 2015. The NDAA resulted in amendments to 37 U.S.C. Chapter 19, OMB Circular No. A-11 and the Department of Defense (DoD) Financial Management Regulations (FMR) based upon the findings documented in the FY 2019 Financial Statement Audit completed by Kearney & Company. Beginning on October 1, 2019, the recording of Military Personnel, Marine Corps (MPMC) appropriation SRB obligations shifted from the FY in which a member's bonus offer was approved to the FY at the time the bonus payment was actually earned. The shift in the timing of SRB obligations created a one-time obligation decrease in FY 2020, while future year SRB obligation estimates will not be significantly impacted.

(\$ in Thousands)

Selective Reenlistment Bonus	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
TOTAL SRB	3,236	\$22,452.41	\$72,656	4,501	\$25,522.43	\$114,876	4,620	\$25,935.81	\$119,823

(\$ in Thousands)

Total SRB	FY 2020 Act.		FY 2021 Est.		FY 2022 Est.	
	Number	Amount	Number	Amount	Number	Amount
Lump Sum Payments	3,236	\$72,656	4,501	\$114,876	4,620	\$119,823

PROJECT: G. Enlistment Bonus

FY 2022 Estimate	\$8,935
FY 2021 Estimate	\$8,000
FY 2020 Actual	\$1,392

PART I - PURPOSE AND SCOPE

The funds requested will provide a monetary incentive to encourage highly qualified individuals to enlist for and serve in military skills that are classified as critical skill shortage occupations. The Enlistment Bonus Program (authorized by 37 U.S.C Section 309) allows Marine Corps Recruiting Command (MCRC) to remain competitive in the market for high quality recruits into skill programs and meet monthly shipping goals throughout the fiscal year. Applicants who enlist in the armed force for a period of at least 2 years may be paid a bonus not to exceed \$40,000 to serve for a specified period in a designated career field, skill, unit, or grade.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The enlistment bonus program allows Marine Corps Recruiting Command (MCRC) to remain competitive in the market for high quality recruits into critical skill programs and meet monthly shipping missions throughout the fiscal year.

The Marine Corps began obligating funding authority for the Enlistment Bonus (EB) in Fiscal Year (FY 2020) in accordance with the 2016 National Defense Authorization Act (NDAA), Public Law 114-92, November 25, 2015. The NDAA resulted in amendments to 37 U.S.C. Chapter 19, OMB Circular No. A-11 and the Department of Defense (DoD) Financial Management Regulations (FMR) based upon the findings documented in the FY 2019 Financial Statement Audit completed by Kearney & Company. Beginning on October 1, 2019, the recording of Military Personnel, Marine Corps (MPMC) appropriation EB obligations shifted from the FY in which a member's bonus offer was approved to the FY at the time the bonus payment was actually earned. The shift in the timing of EB obligations created a one-time obligation decrease in FY 2020, while future year EB obligation estimates will not be significantly impacted.

(\$ in Thousands)

Enlisted Bonus	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Lump Sum - \$ 1,000	58	\$1,000.00	\$58	348	\$1,000.00	\$348	400	\$1,000.00	\$400
Lump Sum - \$ 2,000	6	\$2,000.00	\$12	200	\$2,000.00	\$400	250	\$2,000.00	\$500
Lump Sum - \$ 3,000	42	\$3,000.00	\$126	100	\$3,000.00	\$300	150	\$3,000.00	\$450
Lump Sum - \$ 4,000	75	\$4,000.00	\$300	150	\$4,000.00	\$600	300	\$4,000.00	\$1,200
Lump Sum - \$ 5,000	154	\$5,000.00	\$770	550	\$5,000.00	\$2,750	565	\$5,000.00	\$2,825
Lump Sum - \$ 6,000	2	\$6,000.00	\$12	17	\$6,000.00	\$102	10	\$6,000.00	\$60
Lump Sum - \$ 7,000	6	\$7,000.00	\$42	100	\$7,000.00	\$700	100	\$7,000.00	\$700
Lump Sum - \$ 8,000	9	\$8,000.00	\$72	350	\$8,000.00	\$2,800	350	\$8,000.00	\$2,800
TOTAL ENLISTMENT BONUS	352	\$3,954.55	\$1,392	1,815	\$4,407.71	\$8,000	2,125	\$4,204.71	\$8,935

(\$ in Thousands)

Total EB	FY 2020 Act.		FY 2021 Est.		FY 2022 Est.	
	Number	Amount	Number	Amount	Number	Amount
Lump Sum Pmnts	352	\$1,392	1,815	\$8,000	2,125	\$8,935

PROJECT: H. Basic Allowance for Housing

FY 2022 Estimate	\$1,619,516
FY 2021 Estimate	\$1,594,843
FY 2020 Actual	\$1,614,571

PART I - PURPOSE AND SCOPE

Congress approved in the FY 1998 Defense Authorization Act the payment of a Basic Allowance for Housing (BAH) to service members. The BAH combines housing payments formerly provided by Basic Allowance for Quarter (BAQ) and Variable Housing Allowance (VHA). In addition, the Overseas Housing Allowance (OHA) payment, formerly budgeted in Overseas Station Allowance, was also realigned into this allowance section by the change in law. Payment to service members is authorized by revisions to 37 U.S.C. 403. The FY 2000 National Defense Authorization Act directed the BAH transition to market-based housing rates be accelerated and completed during FY 2005.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The BAH budget estimate is a product of the average number of enlisted members projected to receive BAH and estimated average annual rate for each grade and BAH category. The FY 2022 rates were built by applying inflation assumptions to the FY 2021 average BAH rates. The BAH rates reflect a 2.8% housing rate increase, effective 1 January 2021 and 4.0% increase, effective 1 January 2022. Detailed cost computations are provided in the table on the following page.

PROJECT: H. Basic Allowance for Housing (Continued)

(\$ in Thousands)

BASIC ALLOWANCE FOR HOUSING - DOMESTIC		FY20 Actual			FY21 Estimate			FY22 Estimate		
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
BAH With Dependents	E-9 Sergeant Major/Master Gunnery Sergeant	1,361	\$29,739.12	\$40,475	1,348	\$30,439.69	\$41,033	1,343	\$29,943.76	\$40,214
	E-8 First Sergeant/Master Sergeant	3,270	\$27,941.54	\$91,369	3,295	\$28,281.34	\$93,187	3,335	\$28,008.66	\$93,409
	E-7 Gunnery Sergeant	6,974	\$27,033.83	\$188,534	7,012	\$27,311.28	\$191,507	7,001	\$27,143.85	\$190,034
	E-6 Staff Sergeant	10,700	\$25,897.41	\$277,102	10,917	\$26,093.70	\$284,865	11,352	\$25,900.49	\$294,022
	E-5 Sergeant	12,301	\$23,717.71	\$291,752	11,398	\$23,727.89	\$270,450	12,328	\$23,514.99	\$289,893
	E-4 Corporal	10,635	\$22,095.12	\$234,982	10,111	\$22,388.31	\$226,368	9,910	\$22,157.37	\$219,580
	E-3 Lance Corporal	7,544	\$22,273.84	\$168,034	7,858	\$22,176.89	\$174,266	8,756	\$21,949.07	\$192,186
	E-2 Private First Class	1,158	\$21,200.12	\$24,550	1,076	\$21,331.65	\$22,953	1,344	\$21,021.96	\$28,254
	E-1 Private	210	\$22,531.60	\$4,732	311	\$20,781.47	\$6,463	364	\$20,383.33	\$7,420
	Total BAH with Dependents ENLISTED	54,154	\$24,403.81	\$1,321,564	53,327	\$24,586.60	\$1,311,130	55,734	\$24,312.81	\$1,355,050
BAH Differential	BAH Differential ENLISTED	348	\$2,582.62	\$899	359	\$3,108.45	\$1,116	389	\$3,274.84	\$1,274
BAH Without Dependents	E-9 Sergeant Major/Master Gunnery Sergeant	74	\$25,912.07	\$1,917	74	\$26,654.47	\$1,972	75	\$27,640.69	\$2,073
	E-8 First Sergeant/Master Sergeant	214	\$25,512.77	\$5,460	219	\$25,186.21	\$5,516	211	\$25,942.18	\$5,474
	E-7 Gunnery Sergeant	756	\$23,031.38	\$17,412	741	\$22,948.54	\$17,005	738	\$23,736.90	\$17,518
	E-6 Staff Sergeant	2,470	\$21,647.22	\$53,469	2,577	\$21,605.50	\$55,677	2,153	\$22,326.46	\$48,069
	E-5 Sergeant	3,633	\$21,538.57	\$78,250	3,501	\$21,012.16	\$73,564	2,806	\$21,662.72	\$60,786
	E-4 Corporal	2,600	\$18,605.59	\$48,375	2,602	\$18,577.63	\$48,339	1,957	\$19,236.82	\$37,646
	E-3 Lance Corporal	1,570	\$16,674.10	\$26,178	1,334	\$18,195.74	\$24,273	1,422	\$18,923.02	\$26,909
	E-2 Private First Class	952	\$7,123.60	\$6,782	506	\$9,426.83	\$4,770	728	\$9,618.66	\$7,002
	E-1 Private	556	\$8,934.81	\$4,968	365	\$7,316.06	\$2,670	756	\$7,552.55	\$5,710
	Total BAH without Dependents ENLISTED	12,825	\$18,932.51	\$242,810	11,919	\$19,614.60	\$233,786	10,846	\$19,471.35	\$211,186
BAH Part	E-9 Sergeant Major/Master Gunnery Sergeant	4	\$197.41	\$1	4	\$229.90	\$1	2	\$223.20	\$0
	E-8 First Sergeant/Master Sergeant	14	\$142.61	\$2	13	\$189.11	\$2	12	\$183.60	\$2
	E-7 Gunnery Sergeant	50	\$149.06	\$7	50	\$148.32	\$7	42	\$144.00	\$6
	E-6 Staff Sergeant	255	\$116.34	\$30	258	\$126.89	\$33	233	\$123.19	\$29
	E-5 Sergeant	8,148	\$107.19	\$873	7,040	\$107.96	\$760	7,981	\$104.80	\$836
	E-4 Corporal	22,406	\$99.56	\$2,231	21,629	\$100.15	\$2,166	19,597	\$97.23	\$1,905
	E-3 Lance Corporal	34,724	\$95.89	\$3,330	36,697	\$96.46	\$3,540	34,721	\$93.65	\$3,252
	E-2 Private First Class	17,197	\$87.93	\$1,512	16,642	\$89.11	\$1,483	17,163	\$86.52	\$1,485
	E-1 Private	8,048	\$80.77	\$650	8,635	\$85.76	\$741	8,735	\$83.04	\$725
	BAH Part ENLISTED	90,846	\$95.06	\$8,636	90,968	\$96.00	\$8,733	88,486	\$93.13	\$8,241
TOTAL BAH DOMESTIC		158,173		\$1,573,908	156,573		\$1,554,765	155,455		\$1,575,752

BASIC ALLOWANCE FOR HOUSING - OVERSEAS		FY20 Actual			FY21 Estimate			FY22 Estimate		
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Overseas BAH With Dependents	E-9 Sergeant Major/Master Gunnery Sergeant	50	\$38,273.40	\$1,914	52	\$38,261.34	\$1,990	56	\$38,458.44	\$2,154
	E-8 First Sergeant/Master Sergeant	152	\$37,522.43	\$5,703	153	\$34,782.38	\$5,322	143	\$34,654.59	\$4,956
	E-7 Gunnery Sergeant	213	\$36,923.61	\$7,865	232	\$34,515.92	\$8,008	244	\$33,918.98	\$8,276
	E-6 Staff Sergeant	266	\$35,630.46	\$9,478	277	\$33,712.90	\$9,338	251	\$33,779.23	\$8,479
	E-5 Sergeant	253	\$31,846.34	\$8,057	235	\$29,474.85	\$6,927	268	\$29,184.50	\$7,821
	E-4 Corporal	51	\$26,017.93	\$1,327	54	\$26,002.25	\$1,404	65	\$26,136.21	\$1,699
	E-3 Lance Corporal	12	\$21,450.59	\$257	14	\$23,969.72	\$336	30	\$24,093.20	\$723
	E-2 Private First Class	0	\$0.00	\$0	0	\$0.00	\$0	2	\$0.00	\$0
	E-1 Private	0	\$0.00	\$0	0	\$0.00	\$0	1	\$0.00	\$0
	Overseas BAH Without Dependents ENLISTED	997	\$34,705.07	\$34,601	1,017	\$32,766.71	\$33,324	1,060	\$32,176.60	\$34,107
Overseas BAH Without Dependents	E-9 Sergeant Major/Master Gunnery Sergeant	5	\$38,417.18	\$192	6	\$32,001.44	\$192	6	\$32,166.29	\$193
	E-8 First Sergeant/Master Sergeant	21	\$32,761.61	\$688	22	\$29,388.34	\$647	23	\$33,739.97	\$776
	E-7 Gunnery Sergeant	30	\$36,553.11	\$1,097	35	\$28,671.11	\$1,003	30	\$28,099.42	\$843
	E-6 Staff Sergeant	49	\$26,654.75	\$1,306	53	\$27,678.12	\$1,467	56	\$27,663.33	\$1,549
	E-5 Sergeant	77	\$27,395.59	\$2,109	81	\$25,419.99	\$2,059	78	\$24,240.63	\$1,891
	E-4 Corporal	20	\$22,041.73	\$441	32	\$20,078.21	\$643	20	\$20,181.64	\$404
	E-3 Lance Corporal	10	\$22,890.06	\$229	13	\$20,349.88	\$265	29	\$23,469.62	\$681
	E-1 Private	0	\$0.00	\$0	2	\$5,914.26	\$12	0	\$0.00	\$0
	Overseas BAH Without Dependents ENLISTED	212	\$28,594.11	\$6,062	244	\$25,765.90	\$6,287	242	\$26,182.51	\$6,336
Moving-In Housing Allowance	ENLISTED	290	\$0.00	\$0	290	\$1,610.29	\$467	290	\$11,449.52	\$3,320
TOTAL BAH OVERSEAS		1,499	\$27,126.69	\$40,663	1,551	\$25,839.85	\$40,078	1,592	\$27,489.77	\$43,764
TOTAL BAH		159,672		\$1,614,571	158,124		\$1,594,843	157,047		\$1,619,515

PROJECT: I. Station Allowance, Overseas

FY 2022 Estimate	\$116,452
FY 2021 Estimate	\$113,823
FY 2020 Actual	\$111,490

PART I - PURPOSE AND SCOPE

The funds requested will help to defray the excess costs of food, lodging and related incidental expenses experienced by enlisted personnel and their dependents on permanent duty outside the contiguous United States as prescribed by Joint Federal Travel Regulations and authorized under the provisions of Title 37, United States Code 475.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Overseas Station Allowances consists of Cost of Living Allowance (COLA) and Temporary Lodging Allowance (TLA).

COLA is based on the most recent experience derived from the results of yearly surveys that determine the cost of goods and services by area and biweekly decisions by the DoD Per Diem, Travel and Transportation Allowance Committee (PDTATAC) for adjustments relative to the value of the dollar against foreign currency. TLA covers the off-base housing (hotels) costs for military members permanently relocating in or out of an overseas location. The number of personnel entitled to an overseas station allowance is based on historical data adjusted for known changes in each type of allowance.

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Barracks Cost of Living	14,476	\$2,997.92	\$43,399	13,776	\$3,087.86	\$42,540	13,776	\$3,171.23	\$43,688
Cost of Living Regular with Dependents	5,566	\$7,384.39	\$41,103	5,232	\$7,605.15	\$39,788	5,237	\$7,757.25	\$40,623
Cost of Living Regular without Dependents	3,744	\$5,870.14	\$21,978	4,261	\$6,046.39	\$25,762	4,265	\$6,167.32	\$26,303
TOTAL COST OF LIVING REGULAR	9,310	\$6,775.45	\$63,082	9,492	\$6,905.49	\$65,550	9,502	\$7,043.60	\$66,926
Temporary Lodging Allowance with Dependents	3,687	\$1,040.80	\$3,837	4,454	\$1,058.49	\$4,714	4,454	\$1,077.54	\$4,799
Temporary Lodging Allowance without Dependents	1,041	\$1,126.30	\$1,172	890	\$1,145.45	\$1,020	890	\$1,166.07	\$1,038
TOTAL TEMPORARY LODGING ALLOWANCE	4,727	\$1,059.62	\$5,009	5,344	\$1,072.98	\$5,734	5,344	\$1,092.29	\$5,837
TOTAL STATION ALLOWANCES	28,514	\$3,909.99	\$111,490	28,613	\$3,978.04	\$113,823	28,622	\$4,068.57	\$116,452

PROJECT: J. CONUS Cost of Living Allowance (COLA)

FY 2022 Estimate \$2,327
FY 2021 Estimate \$2,266
FY 2020 Actual \$1,281

PART I - PURPOSE AND SCOPE

As part of the DoD Quality of Life actions, the funds requested will provide for payment of a Cost of Living Allowance (COLA) to members of the Uniformed Services who are assigned to high cost areas in the Continental United States (CONUS). A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS by an established threshold percentage during a base period. The threshold percentage is established by the Secretary of Defense and has not been less than eight percent. The amount of COLA payable is the product of spendable income (based on regular military compensation) times the difference between the COLA index for the individual's high cost area and the threshold percentage. This allowance was authorized by the FY 1995 National Defense Authorization Act.

PART II - JUSTIFICATION OF FUNDS REQUESTED

As part of the Department of Defense (DoD) Quality of Life initiatives, high cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 108% of the national cost of living average. Computation of program cost is the product of the number of members assigned to a designated high-cost area of CONUS, their grade and dependency status, and the percent by which an area's cost of non-housing goods and services exceeds 108% of the national cost of living average.

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CONUS COLA with Dependents	805	\$1,221.67	\$983	1,393	\$1,253.82	\$1,747	1,393	\$1,287.67	\$1,794
CONUS COLA without Dependents	383	\$777.02	\$298	681	\$762.40	\$519	681	\$782.99	\$533
TOTAL CONUS COLA	1,188	\$1,078.27	\$1,281	2,074	\$1,092.55	\$2,266	2,074	\$1,122.05	\$2,327

PROJECT: K. Clothing Allowance

FY 2022 Estimate	\$157,650
FY 2021 Estimate	\$155,151
FY 2020 Actual	\$158,489

PART I - PURPOSE AND SCOPE

The funds requested will provide payments to enlisted personnel for prescribed clothing as authorized by United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 7. This request includes the following types of clothing allowances:

- Initial military clothing allowances for recruits, broken-service reenlisted and officer candidates.
- Initial civilian clothing allowances for selected individuals assigned duties in which civilian clothing is required (e.g. criminal investigators).
- Supplementary clothing allowances for personnel assigned to special organizations or details where the nature of the duties to be performed requires additional items.
- Basic clothing maintenance allowance paid to enlisted personnel from the sixth through the thirty-sixth month of service.
- Standard clothing maintenance allowance paid to enlisted personnel from the thirty-seventh month and each month thereafter.
- Navy personnel clothing allowances for personnel serving with Marine Corps units who routinely wear the utility/service uniform during the performance of their work (e.g. Navy Hospital Corpsmen, Religious Program Specialists)

PART II - JUSTIFICATION OF FUNDS REQUESTED

Initial clothing allowances are determined by the types of accessions programmed. The clothing maintenance allowance is determined by the average strength and longevity of the enlisted force. Supplementary clothing allowance estimates are based on the number of individuals programmed for assignment to special details or organizations.

The computation of fund requirements is provided in the following table:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Initial Clothing - Male Full	26,559	\$2,026.50	\$53,822	25,329	\$2,216.28	\$56,136	26,483	\$2,098.05	\$55,562
Initial Clothing - Male Full (Less Athletic Footwear)	26,559	\$1,916.14	\$50,891	25,329	\$2,103.72	\$53,285	26,483	\$1,983.46	\$52,528
Athletic Footwear	26,559	\$110.36	\$2,931	25,329	\$112.56	\$2,851	26,483	\$114.59	\$3,035
Initial Clothing - Male Part	2,583	\$660.14	\$1,705	2,659	\$673.34	\$1,790	2,907	\$683.45	\$1,987
Initial Clothing - Female Full	2,430	\$2,101.82	\$5,107	2,525	\$2,240.42	\$5,657	2,847	\$2,176.03	\$6,195
Initial Clothing - Female Full (Less Athletic Footwear)	2,430	\$1,991.46	\$4,839	2,525	\$2,127.86	\$5,373	2,847	\$2,061.44	\$5,869
Athletic Footwear	2,430	\$110.36	\$268	2,525	\$112.56	\$284	2,847	\$114.59	\$326
Initial Clothing - Female Cash Allowance	0	\$0.00	\$0	505	\$175.00	\$88	505	\$184.80	\$93
Initial Clothing - Female Part	369	\$794.79	\$293	384	\$810.69	\$311	448	\$822.85	\$369
Broken Time - Non-Obligor	1	\$1,973.72	\$2	0	\$0.00	\$0	3	\$2,043.40	\$6
Broken Time - Obligor	6	\$307.01	\$2	0	\$0.00	\$0	10	\$317.85	\$3
Officer Candidate	763	\$2,117.94	\$1,617	745	\$2,160.30	\$1,609	602	\$2,192.72	\$1,320
Navy Personnel	0	\$0.00	\$0	0	\$0.00	\$0	2,521	\$804.99	\$2,030
SUBTOTAL INITIAL MILITARY CLOTHING	32,710	\$1,912.16	\$62,547	32,147	\$2,040.40	\$65,593	36,327	\$1,859.94	\$67,566
Civilian Clothing Allow	577	\$1,103.07	\$636	525	\$1,125.72	\$591	524	\$1,142.01	\$599
Replace Civilian Cloth	330	\$367.93	\$122	300	\$375.84	\$113	300	\$380.92	\$114
Temporary Duty	327	\$735.50	\$241	300	\$750.60	\$225	300	\$761.47	\$228
State Department	771	\$1,851.34	\$1,427	700	\$1,888.37	\$1,322	699	\$1,916.70	\$1,340
SUBTOTAL INITIAL CIVILIAN CLOTHING	2,005	\$1,209.67	\$2,426	1,825	\$1,233.31	\$2,251	1,822	\$1,251.49	\$2,281
TOTAL INITIAL	34,716	\$1,871.58	\$64,973	33,972	\$1,997.04	\$67,843	38,150	\$1,830.87	\$69,847
Basic Replacement Allowance - Male	67,172	\$460.10	\$30,906	59,281	\$484.56	\$28,725	58,434	\$476.34	\$27,835
Standard Replacement Allowance - Male	82,443	\$657.29	\$54,189	73,469	\$692.04	\$50,843	76,426	\$680.50	\$52,008
Basic Replacement Allowance - Female	7,376	\$467.81	\$3,451	6,427	\$482.52	\$3,101	6,228	\$484.33	\$3,016
Standard Replacement Allowance - Female	7,438	\$668.30	\$4,971	6,729	\$689.28	\$4,638	6,586	\$691.89	\$4,557
Supplementary	0	\$0.00	\$0	0	\$0.00	\$0	5,721	\$0.00	\$0
Miscellaneous and Replacement Issues	0	\$0.00	\$0	0	\$0.00	\$0	1,196	\$323.57	\$387
TOTAL MAINTENANCE	164,430	\$568.73	\$93,517	145,906	\$598.39	\$87,308	154,591	\$567.97	\$87,803
TOTAL ENLISTED CLOTHING	199,145	\$795.85	\$158,489	179,878	\$862.54	\$155,151	192,741	\$817.94	\$157,650

PROJECT: L. Family Separation Allowance

FY 2022 Estimate \$20,760
FY 2021 Estimate \$20,760
FY 2020 Actual \$22,683

PART I - PURPOSE AND SCOPE

The funds requested are to equitably reimburse members of the Uniformed Services involuntarily separated from their dependents for the average extra expenses that result from the separation as authorized under Title 37 United States Code 427.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of allowance by the statutory rate applicable. The computation of fund requirements is provided in the table below.

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
On PCS with Dependents not authorized	3,072	\$3,000.00	\$9,217	3,641	\$3,000.00	\$10,922	3,641	\$3,000.00	\$10,922
On Board Ship for More Than Thirty Days	46	\$3,000.00	\$139	4	\$3,000.00	\$12	4	\$3,000.00	\$12
On TDY for More Than Thirty Days	4,442	\$3,000.00	\$13,327	3,275	\$3,000.00	\$9,826	3,275	\$3,000.00	\$9,826
TOTAL SEPARATION ALLOWANCE	7,561	\$3,000.00	\$22,683	6,920	\$3,000.00	\$20,760	6,920	\$3,000.00	\$20,760

PROJECT: M. Separation Payments

FY 2022 Estimate	\$120,018
FY 2021 Estimate	\$122,541
FY 2020 Actual	\$89,369

PART I - PURPOSE AND SCOPE

The funds requested will provide payments for:

- Unused accrued leave to enlisted personnel discharged from active duty under honorable conditions as authorized by United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 9. Effective FY06 members may execute leave buy back.
 - Discharge gratuity (not to exceed \$25) to each Marine prisoner upon his release from confinement under court martial sentence involving other than honorable discharge and to each person discharged from the Marine Corps for fraudulent enlistment.
 - Severance pay to enlisted personnel who are disabled, as authorized by United States Code Title 10, Armed Forces, Chapter 61, Retirement or Separation, including elimination of severance pay to enlisted not eligible for retirement, as authorized by United States Code, Title 10, Armed Forces, Chapter 59, Separation.
 - Voluntary Separation Incentive (VSI) and Special Separation Benefit (SSB) payments to enlisted personnel who were encouraged to leave active duty voluntarily, as authorized in Sections 1174a and 1175 of Title 10, United States Code (enacted in the FY 1992 National Defense Authorization Act, Public Law 102-190).
- Temporary Early Retirement Authority - A force management tool that can be used for force shaping through calendar year 2025 per the FY 2017 National Defense Authorization Act and DoDI 1332.46 Temporary Early Retirement Authority (TERA) for Service Members. Early retirement is used to retire Service members with more than 15 but less than 20 years who are excess to Service short-term and long-term needs and who, absent the availability of TERA, would have been expected to pursue and qualify for a 20-year retirement. Pay grade, MOS/occupational field health, years of service, remaining obligated service, potential for future service and advancement, and future force structure requirements are all considerations in the approval process. For members who left under the early retirement program, the Marine Corps was required to establish a sub account within the Military Personnel Appropriation to fund up front all early retirement payments including cost of living adjustments, which covered the entire initial period. This period was defined as that period equal to the difference between 20 years and the number of years completed by the member. Members approved for early retirement received the same benefits as individuals with 20 or more years of service. However, their retired pay is reduced for each month short of 20 years of active duty. The early Retirement program is authorized until December 31, 2025.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Separation payments are calculated by using cost factors based on past experience and programmed separations by type and by grade.

PROJECT: M. Separation Payments (Continued)**Unused Accrued Leave**
(\$ in Thousands)

	FY20 Actual				FY21 Estimate				FY22 Estimate			
	# of Members	Avg Days Sold	Avg Daily Pay	Amount	# of Members	Avg Days Sold	Avg Daily Pay	Amount	# of Members	Avg Days Sold	Avg Daily Pay	Amount
E-9 Sergeant Major/Master Gunnery Sergeant	1,260	14	\$197.13	\$3,567	147	16	\$227.36	\$524	152	15	\$245.00	\$563
E-8 First Sergeant/Master Sergeant	3,707	15	\$171.30	\$9,720	415	15	\$169.31	\$1,025	434	13	\$191.91	\$1,101
E-7 Gunnery Sergeant	6,228	21	\$149.23	\$19,280	669	19	\$142.00	\$1,814	703	17	\$163.84	\$1,957
E-6 Staff Sergeant	45	23	\$123.39	\$131	1,400	23	\$121.35	\$3,912	1,462	22	\$132.85	\$4,192
E-5 Sergeant	224	14	\$97.93	\$305	8,715	14	\$97.64	\$11,603	9,162	13	\$105.18	\$12,526
E-4 Corporal	282	15	\$81.35	\$344	12,204	14	\$75.62	\$12,784	12,869	12	\$86.94	\$13,808
E-3 Lance Corporal	101	20	\$70.39	\$145	3,570	20	\$66.24	\$4,747	3,748	18	\$74.01	\$5,122
E-2 Private First Class	8	21	\$64.43	\$11	965	17	\$66.21	\$1,095	1,035	17	\$68.04	\$1,208
E-1 Private	2,771	19	\$54.68	\$2,868	0	0	\$0.00	\$0	0	0	\$0.00	\$0
TOTAL ENLISTED LUMP SUM ACCRUED LEAVE (LSL)	14,627			\$36,372	28,085			\$37,504	29,566			\$40,477

Separation Payments
(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Severance Pay, Disability	1,213	\$27,846.77	\$33,773	1,451	\$41,945.16	\$60,862	1,451	\$38,580.01	\$55,976
Discharge Gratuity	1	\$0.00	\$0	4	\$0.00	\$0	4	\$0.00	\$0
SEVERANCE, NON-DISABILITY	327	\$27,993.83	\$9,147	370	\$30,359.30	\$11,233	370	\$31,179.00	\$11,536
Involuntary - Half Pay	79	\$41,561.70	\$3,286	120	\$42,808.55	\$5,137	120	\$43,964.38	\$5,276
Involuntary - Full Pay	248	\$23,673.46	\$5,861	250	\$24,383.66	\$6,096	250	\$25,042.02	\$6,261
VSI Trust Fund Payment	1	\$285,000.00	\$285	1	\$228,000.00	\$228	1	\$171,000.00	\$171
Voluntary Separations Payment	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Temporary Early Retirement Authority (TERA)	159	\$61,579.65	\$9,791	203	\$62,626.50	\$12,713	186	\$63,753.78	\$11,858
TOTAL SEPARATION PAY (LESS LSL)	1,701		\$52,996	2,029		\$85,037	2,012		\$79,541
TOTAL SEPARATION PAY	16,328		\$89,369	30,114		\$122,541	31,578		\$120,018

PROJECT: N. Special Compensation for Assistance with Activities of Daily Living - Enlisted

FY 2022 Estimate	\$324
FY 2021 Estimate	\$324
FY 2020 Actual	\$154

PART I - PURPOSE AND SCOPE

Special Compensation for Assistance with Activities of Daily Living provides payment to injured service members who require aid and attendance during and after hospitalization as a result of injuries sustained in combat or in a combat-related event. The allowance is intended to be used to compensate designated caregivers for the dedicated time and assistance they provide to catastrophically injured service members. The allowance will be paid by the Secretary until the injured service member is medically retired through the expedited disability evaluation system and transitioned to veteran status. At that time, the allowance will cease for that member. Payments are authorized for all Soldiers who incur catastrophic injury or illness in the line of duty. Payment is up to \$2,296 per month. This allowance is authorized under provisions of 37 U.S.C. 439, (Section 603 of FY 2010 NDAA, P.L. 111-87).

PART II - JUSTIFICATION OF FUNDS REQUESTED

Entitlement for special monthly compensation is based on a physician's certification that the injured service member requires the aid and assistance of another person to perform personal functions required in everyday living. There is no change in the aid and attendance for catastrophically injured allowance between FY 2021 and FY 2022. The detailed computations are provided in the following table:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Total Special Compensation for Assistance with Activities of Daily Living - Enlisted	7	\$21,600.00	\$154	15	\$21,600.00	\$324	15	\$21,600.00	\$324

PROJECT: O. Social Security Tax - Employer's Contribution

FY 2022 Estimate	\$414,220
FY 2021 Estimate	\$405,889
FY 2020 Actual	\$402,733

PART I - PURPOSE AND SCOPE

Funds requested represent the Government's contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA).

PART II - JUSTIFICATION OF FUNDS REQUESTED

Government's contribution of Social Security costs is based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor, and Disability Insurance (OASDI) rate is 7.65 percent and the Hospital Insurance (HI) rate is 1.45 percent. The maximum amounts of earnings per individual on which tax is payable are:

<u>Calendar year</u>	<u>OASDI Base</u>	<u>Medicare Base</u>
2020	\$137,700	No upper limit
2021	\$142,800	No upper limit
2022	\$147,000	No upper limit

Details of the computations are shown in the following table:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
TOTAL FICA - Enlisted	164,004	\$2,455.63	\$402,733	160,578	\$2,527.67	\$405,889	159,203	\$2,601.84	\$414,220

**MILITARY PERSONNEL, MARINE CORPS
SCHEDULE OF INCREASES AND DECREASES
SUBSISTENCE OF ENLISTED PERSONNEL**

(\$ in Thousands)

BUDGET ACTIVITY 4	AMOUNT
FY 2021 Direct Program	\$760,307
INCREASES	
PRICING INCREASES:	
Increase for anticipated BAS CY 2.3% rate	\$12,055
Increase Other -Regionalization	\$4,471
Increase MREs due to rate	\$1,409
Increase in Members Taking Meals in Mess due to rate	\$586
Increase Unitized Rations due to inflation rate	\$520
Increase Other Messing rate	\$24
Increase Other Package Operational Rations rate	\$21
TOTAL PRICING INCREASE:	\$19,086
PROGRAM INCREASE	
Increase Less Collections - due to strength	\$6,276
TOTAL PROGRAM INCREASES	\$6,276
TOTAL INCREASES	\$25,362
DECREASES	
PRICING DECREASES:	
Decrease Less Collections due to rate	(\$3,281)
TOTAL PRICING DECREASES	(\$3,281)
PROGRAM DECREASES:	
Decrease When authorized to Mess separately due to strength	(\$12,247)
Decrease in Members Taking Meals in Mess due to strength	(\$456)
TOTAL PROGRAM DECREASES	(\$12,703)
TOTAL DECREASES	(\$15,984)
FY 2022 Direct Program	\$769,685

*Totals and Subtotals might not add due to rounding

Exhibit PB-30P
Schedule of Increases and Decreases (Active)

PROJECT: A. Basic Allowance for Subsistence
B. Subsistence -in-Kind
C. Family Subsistence Supplemental Allowance

FY 2022 Estimate \$769,685
FY 2021 Estimate \$760,307
FY 2020 Actual \$775,930

PART I - PURPOSE AND SCOPE

The funds requested will provide all military members entitled to basic pay a continuous entitlement to Basic Allowance for Subsistence (BAS), as stipulated by law (Title 37, U.S.C., Section 402) except when they are:

A. Basic Allowance for Subsistence

- (a) attending basic military training (boot camp) (those members in BMT will be provided government messing at no cost)
- (b) in excess leave status
- (c) in an absent without leave status, unless the absence is executed as unavoidable (Title 37 U.S.C. Section 503)

B. Subsistence-in-Kind

In FY 2001 the Marine Corps reengineered its food service program by adopting the "Best Business Practices" of commercial industry. The CONUS Food Service Regionalization Program established two contracts (East coast/West coast) to support all CONUS messhalls. The contracts established and operated centralized cooking facilities to prepare and distribute ready-to-eat food to be heated and served at individual messhalls.

C. Family Subsistence Supplemental Allowance

Pursuant to Title 37, Section 402a of the United States Code, the program, which began on May 1, 2001, is designed to provide members who are eligible for food stamps a supplemental allowance. As of August 2009, this allowance is not to exceed \$1,100 per month (ref P.L. 106-398 sec 603 of the FY10 NDAA). The FY 2016 NDAA eliminated eligibility for in-CONUS members effective September 2016. The FSSA is voluntary and the member must reapply whenever there is a significant change in household income or number of people living in the household.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The computation of fund requirements is provided in the following tables:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members (Cases)	Rate	Amount	# of Members (Cases)	Rate	Amount	# of Members (Cases)	Rate	Amount
A. Basic Allowance for Subsistence									
1. When Authorized to Mess Separately	157,034	\$4,462.63	\$700,787	152,524	\$4,596.63	\$701,098	149,860	\$4,718.01	\$707,041
3. Augmentation of Commuted Rations Allowed			\$0			\$0			\$0
4. Less Collections	72,157	\$3,872.79	\$279,450	70,895	\$3,938.73	\$279,235	70,062	\$4,028.31	\$282,232
TOTAL ENLISTED BAS	84,877	\$4,964.08	\$421,337	81,630	\$5,168.01	\$421,863	79,798	\$5,323.56	\$424,809
B. Subsistence-in-Kind									
1. SUBSISTENCE-IN-MESS									
a. Trainee/Non-Pay Status	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
b. Members Taking Meals in Mess	6,536	\$4,472.00	\$29,229	6,519	\$4,561.44	\$29,736	6,419	\$4,652.67	\$29,865
2. OPERATIONAL RATIONS									
a. MRE's	786,540	\$118.03	\$92,835	584,502	\$120.39	\$70,368	584,502	\$122.80	\$71,777
b. Unitized Rations	69,341	\$338.51	\$23,473	75,243	\$345.28	\$25,980	75,243	\$352.19	\$26,500
c. Other Package Operational Rations	31,390	\$33.65	\$1,056	29,870	\$34.32	\$1,025	29,870	\$35.01	\$1,046
3. AUGMENTATION RATIONS/OTHER PROG									
a. Augmentation Rations			\$0			\$0			\$0
b. Other - Regionalization			\$220,876			\$223,547			\$228,018
c. Other - Messing			\$213			\$1,196			\$1,219
TOTAL SUBSISTENCE-IN-KIND (SIK)			\$367,682			\$351,852			\$358,425
C. Family Subsistence Supplemental Allowance (FSSA)			\$0			\$10			\$10
TOTAL FSSA			\$0			\$10			\$10
TOTAL SUBSISTENCE PROGRAM GROSS	978,687	\$806.20	\$789,019	777,768	\$994.80	\$773,725	775,836	\$1,009.55	\$783,244
Less Reimbursable			\$13,089			\$13,418			\$13,559
TOTAL DIRECT SUBSISTENCE	978,686	\$792.83	\$775,930	777,767	\$977.55	\$760,307	775,835	\$992.07	\$769,685

MILITARY PERSONNEL, MARINE CORPS
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
Permanent Change of Station (PCS) Travel
(\$ in Thousands)

FY 2021 Direct Program		AMOUNT \$466,967
Increases:		
Pricing Increases:		
Increase due to 2.7% pay raise inflation rate on PCS Dislocation Allowance, effective 1 Jan 2022	\$1,471	
Non-pay inflation 1.8%		
Operational Travel	\$2,295	
Rotational Travel	\$1,811	
Separation Travel	\$1,405	
Accession Travel	\$212	
Training Travel	\$223	
Non-Temporary Storage	\$215	
In-Place Consecutive Overseas Tour (IPCOT)	\$33	
Travel of Organized Units	\$12	
Total Pricing Increases	\$7,677	
Program Increases:		
Increase in Permanent Change of Station (PCS) Travel due to strength		
Non-Temporary Storage	\$8,218	
Travel of Organized Units	\$675	
Accession Travel	\$498	
Overseas Tour Extension Incentives Program (OTEIP)	\$25	
In-Place Consecutive Overseas Tour (IPCOT)	\$7	
Total Program Increases	\$9,423	
Total Increases:		\$17,100
Decreases:		
Pricing Decreases:		
Decrease in Permanent Change of Station (PCS) Travel due to rate	(\$27,466)	
Total Pricing Decreases	(\$27,466)	
Program Decreases:		
Decrease in Permanent Change of Station (PCS) Travel due to COVID-19 Restrictions		
Operational Travel	(\$2,899)	
Separation Travel	(\$2,775)	
Rotational Travel	(\$1,907)	
Training Travel	(\$292)	
Accession Dislocation Allowance	(\$3)	
Total Program Decreases	(\$7,876)	
Total Decreases:		(\$35,342)
FY 2022 Direct Program		\$448,725

BUDGET ACTIVITY 5 - PERMANENT CHANGE OF STATION TRAVEL
SUMMARY OF REQUIREMENTS
(\$ in Thousands)

	FY20 Actual		FY21 Estimate		FY22 Estimate	
	Number of Moves	Amount	Number of Moves	Amount	Number of Moves	Amount
Accession Travel ^{1/}	25,865	\$68,385	29,602	\$82,221	29,799	\$55,582
Training Travel	2,415	\$20,108	2,061	\$17,829	2,027	\$17,895
Operational Travel	16,917	\$161,897	16,786	\$163,285	16,480	\$163,526
Rotational Travel	9,417	\$107,737	11,383	\$122,780	11,196	\$131,554
Separation Travel	30,450	\$79,960	30,238	\$80,805	29,109	\$79,435
Travel of Organized Units	6	\$44	6	\$46	91	\$734
TOTAL PCS Travel^{2/}	85,070	\$438,133	90,076	\$466,967	88,702	\$448,725

SUMMARY OF REQUIREMENTS
(\$ in Thousands)

	FY20 Actual		FY21 Estimate		FY22 Estimate	
	Number	Amount	Number	Amount	Number	Amount
<u>Military Member Travel</u>	<u>85,070</u>	<u>\$134,653</u>	<u>90,076</u>	<u>\$150,276</u>	<u>88,701</u>	<u>\$122,883</u>
Military Member Mileage and Per Diem	41,685	\$57,900	44,137	\$64,618	43,464	\$52,840
Military Member GTRs	23,819	\$12,118	25,221	\$13,525	24,837	\$11,060
Military Member AMC	4,253	\$29,624	4,503	\$33,061	4,435	\$27,034
Military Member Commercial Air	15,314	\$35,011	16,214	\$39,071	15,966	\$31,950
<u>Dependents Travel</u>	<u>24,375</u>	<u>\$38,396</u>	<u>25,882</u>	<u>\$42,664</u>	<u>25,577</u>	<u>\$42,844</u>
Dependents Mileage and Per Diem	17,305	\$22,654	18,376	\$25,172	18,160	\$25,278
Dependents GTRs	1,463	\$768	1,553	\$853	1,534	\$859
Dependents AMC	2,924	\$8,447	3,106	\$9,386	3,069	\$9,425
Dependents Commercial Air	2,682	\$6,527	2,847	\$7,253	2,814	\$7,283
<u>Transportation of Household Goods</u>	<u>49,575</u>	<u>\$191,737</u>	<u>51,635</u>	<u>\$200,197</u>	<u>50,478</u>	<u>\$199,989</u>
Land Shipments	28,328	\$121,369	29,505	\$126,126	28,844	\$125,994
ITGBL Shipments	18,523	\$67,110	19,292	\$70,070	18,859	\$69,996
AMC (S. Tons)	2,725	\$3,257	2,838	\$4,001	2,774	\$3,998
Spousal Licensure Reimbursement	2	\$2	4	\$4	4	\$4
Pet Quarantine	4	\$2	5	\$3	5	\$3
Dislocation Allowance	19,368	\$50,973	20,536	\$55,295	20,248	\$55,969
Global POV Shipping	2,026	\$5,520	2,052	\$5,685	2,015	\$5,684
Global POV Storage	1,239	\$3,748	1,461	\$4,494	1,437	\$4,500
Non-Temporary Storage	4,662	\$10,483	2,207	\$3,723	5,306	\$12,156
Temporary Lodging Expenses	2,340	\$2,413	2,340	\$2,460	2,300	\$2,462
IPCOT/OTEIP	39	\$205	381	\$2,167	393	\$2,231
TOTAL OBLIGATIONS	188,700	\$438,133	196,577	\$466,967	196,462	\$448,725

^{1/}Affected by COVID-19 Economy

^{2/}Totals might not add due to rounding

PROJECT: A. Accession Travel

FY 2022 Estimate	\$55,547
FY 2021 Estimate	\$82,187
FY 2020 Actual	\$68,361

PART I - PURPOSE AND SCOPE

Funds requested are to provide for PCS movements of (1) Officers appointed to a commissioned grade from civilian life, military academies, Naval Reserve Officer Training Corps (NROTC) and Reserve Officers called or recalled to extended Active Duty, from home or point where orders were received to first permanent duty station or training school of twenty weeks or more duration and (2) Officers or Warrant Officers appointed or recalled from Enlisted status from station where they served while Enlisted to new permanent duty station or training school of twenty weeks or more duration. (Includes officers appointed from Enlisted status upon graduation from OCS, officers leaving The Basic School and newly Commissioned Officers attending flight training.)

Funds requested are to provide for PCS Movements of (1) Enlistees, Reenlistees, and Prior Service Personnel from recruiting station or place of enlistment to first permanent duty station or training school of twenty weeks or more in duration and (2) Recalled Enlisted Reservists from home to first permanent duty station or training school of twenty weeks or more in duration.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Section 634 of FY 2004 NDAA dated 22 Dec 2003 amended Chapter 157 of title 10, U.S.C. to provide full replacement value coverage for items lost or destroyed in connection with PCS moves.

Number of moves and associated funding requirements are detailed by fiscal year in the following tables:

(\$ in Thousands)

PROJECT: A. Accession Travel, Officer	FY20 Actual			FY21 Estimate			FY22 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	915	\$1,503.99	\$1,376	1,715	\$1,529.56	\$2,623	1,713	\$1,557.09	\$2,667
Dependent Travel	775	\$1,027.36	\$796	1,453	\$1,044.83	\$1,518	1,451	\$1,063.63	\$1,543
Transportation of Household Goods	648	\$2,202.70	\$1,427	1,215	\$2,240.15	\$2,721	1,213	\$2,280.47	\$2,767
Dislocation Allowance	915	\$2,348.57	\$2,149	1,715	\$2,419.03	\$4,149	1,713	\$2,484.34	\$4,256
Temporary Lodging Expense	7	\$1,040.40	\$7	13	\$1,058.09	\$14	13	\$1,077.13	\$14
Total Officer Accession Travel	915		\$5,755	1,715		\$11,025	1,713		\$11,247

PROJECT: A. Accession Travel, Enlisted	FY20 Actual			FY21 Estimate			FY22 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	24,950	\$2,234.82	\$55,759	27,887	\$2,272.81	\$63,382	28,086	\$1,293.18	\$36,320
Dependent Travel	4,637	\$653.54	\$3,030	5,183	\$664.65	\$3,445	5,220	\$676.61	\$3,532
Transportation of Household Goods	3,954	\$896.31	\$3,544	4,419	\$911.55	\$4,029	4,451	\$927.96	\$4,130
Dislocation Allowance	119	\$2,341.47	\$279	133	\$2,411.71	\$321	134	\$2,476.83	\$332
Temporary Lodging Expense	18	\$987.94	\$18	20	\$1,004.73	\$20	20	\$1,022.82	\$21
Total Enlisted Accession Travel	24,950		\$62,630	27,887		\$71,196	28,086		\$44,336
Total Accession Travel^{1/}	25,865		\$68,385	29,602		\$82,221	29,799		\$55,582
Less Temporary Lodging Expense			(\$24)			(\$34)			(\$35)
Baseline Funded Accession Travel			\$68,361			\$82,187			\$55,547

^{1/}Affected by COVID-19 Economy

PROJECT: B. Training Travel

FY 2022 Estimate	\$17,705
FY 2021 Estimate	\$17,640
FY 2020 Actual	\$19,892

PART I - PURPOSE AND SCOPE

Funds requested are to provide for the continental United States PCS movements of (1) officers and warrant officers from the previous continental United States permanent duty station to formal service or civilian schools, including technical schools, flight training schools, factory training, and other approved courses of instruction of 20 weeks duration or more; and (2) officer and warrant officer school attendees from school to their next permanent continental United States duty station. (Excludes Academy graduates, Marine Corps Basic School graduates, Officer Candidate School graduates, flight training graduates, ROTC graduates, and other chargeable as Accession Travel.)

Funds requested are to provide for the continental United States PCS movements of (1) enlisted personnel from the previous continental United States permanent duty station to formal service or civilian schools, including technical schools, flight training schools, factory training, and other approved courses of instruction of 20 weeks duration or more; (2) enlisted school graduates and attritions from school to their next continental United States permanent duty station; and (3) enlisted personnel ordered to training leading to a commission if such training period is of 20 weeks duration or more.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Training moves help to ensure the future readiness of the Marine Corps by reinforcing or building the skill levels of both officers and enlisted personnel

Section 634 of FY 2004 NDAA dated 22 Dec 2003 amended Chapter 157 of title 10, U.S.C. to provide full replacement value coverage for items lost or destroyed in connection with PCS moves.

Number of moves and associated funding requirements are detailed by fiscal year in the following tables:

(\$ in Thousands)

PROJECT: B. Training Travel, Officer	FY20 Actual			FY21 Estimate			FY22 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	1,925	\$987.11	\$1,900	1,741	\$1,003.89	\$1,748	1,712	\$1,021.96	\$1,750
Dependent Travel	819	\$1,165.97	\$955	741	\$1,185.79	\$878	728	\$1,207.14	\$879
Transportation of Household Goods	1,485	\$6,157.83	\$9,144	1,343	\$6,262.51	\$8,411	1,321	\$6,375.24	\$8,420
Dislocation Allowance	1,925	\$2,637.75	\$5,078	1,741	\$2,716.88	\$4,730	1,712	\$2,790.24	\$4,777
Temporary Lodging Expense	217	\$824.88	\$179	196	\$838.90	\$165	193	\$854.00	\$165
Total Officer Training Travel	1,925		\$17,256	1,741		\$15,932	1,712		\$15,990

PROJECT: B. Training Travel, Enlisted	FY20 Actual			FY21 Estimate			FY22 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	490	\$990.78	\$485	320	\$1,007.62	\$322	315	\$1,025.76	\$323
Dependent Travel	340	\$1,347.88	\$458	222	\$1,370.79	\$304	219	\$1,395.47	\$305
Transportation of Household Goods	406	\$3,502.72	\$1,422	265	\$3,562.27	\$945	261	\$3,626.39	\$946
Dislocation Allowance	203	\$2,214.98	\$450	133	\$2,281.43	\$302	131	\$2,343.03	\$306
Temporary Lodging Expense	50	\$740.00	\$37	33	\$752.58	\$25	32	\$766.13	\$25
Total Enlisted Training Travel	490		\$2,852	320		\$1,897	315		\$1,905
Total Training Travel	2,415		\$20,108	2,061		\$17,829	2,027		\$17,895
Less Temporary Lodging Expense			(\$216)			(\$190)			(\$190)
Baseline Funded Training Travel			\$19,892			\$17,640			\$17,705

PROJECT: C. Operational Travel Between Duty Stations

FY 2022 Estimate	\$161,828
FY 2021 Estimate	\$161,589
FY 2020 Actual	\$160,202

PART I - PURPOSE AND SCOPE

Funds requested are to provide for PCS movements of (1) officers and warrant officers to and from permanent duty stations located within the continental United States; (2) officers and warrant officers to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects, mobile home allowances and privately owned vehicles of officers and warrant officers who are interned, missing, or captured when no transoceanic travel is involved.

Funds requested are to provide for PCS movements of (1) enlisted personnel to and from permanent duty stations located within the continental United States; (2) enlisted personnel to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects, mobile home allowances and privately owned vehicles of enlisted personnel who are interned, missing, or captured when no transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Operational travel figures include PCS requirements for officers and enlisted personnel between duty stations within the continental United States.

This type of travel is directly related to career progression and quality of life for all Marines in addition to maintaining force structure and readiness.

Section 634 of FY 2004 NDAA dated 22 Dec 2003 amended Chapter 157 of title 10, U.S.C. to provide full replacement value coverage for items lost or destroyed in connection with PCS moves.

Number of moves and associated funding requirements are detailed by fiscal year in the following tables:

(\$ in Thousands)

PROJECT: C. Operational Travel, Officer	FY20 Actual			FY21 Estimate			FY22 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	4,295	\$1,114.29	\$4,786	4,179	\$1,133.23	\$4,736	4,110	\$1,153.63	\$4,741
Dependent Travel	3,033	\$1,317.76	\$3,997	2,951	\$1,340.16	\$3,955	2,902	\$1,364.28	\$3,960
Transportation of Household Goods	4,173	\$8,585.13	\$35,826	4,060	\$8,731.08	\$35,451	3,993	\$8,888.24	\$35,493
Dislocation Allowance	4,295	\$2,956.93	\$12,700	4,179	\$3,045.64	\$12,728	4,110	\$3,127.87	\$12,856
Global POV Shipping	563	\$2,724.54	\$1,534	548	\$2,770.86	\$1,518	539	\$2,820.73	\$1,520
Spousal Licensure Reimbursement	1	\$1,000.00	\$1	2	\$1,000.00	\$2	2	\$1,000.00	\$2
Temporary Lodging Expense	835	\$1,138.92	\$951	812	\$1,158.28	\$941	799	\$1,179.13	\$942
Total Officer Operational Travel	4,295		\$59,795	4,179		\$59,331	4,110		\$59,514

PROJECT: C. Operational Travel, Enlisted	FY20 Actual			FY21 Estimate			FY22 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	12,622	1,131.26	\$14,279	12,607	1,150.49	\$14,504	12,370	1,171.20	\$14,488
Dependent Travel	6,359	1,304.51	\$8,295	6,351	1,326.69	\$8,426	6,232	1,350.57	\$8,417
Transportation of Household Goods	10,397	5,499.96	\$57,183	10,385	5,593.46	\$58,086	10,190	5,694.14	\$58,025
Dislocation Allowance	7,518	2,458.61	\$18,484	7,509	2,532.37	\$19,016	7,368	2,600.74	\$19,162
Global POV Shipping	1,144	2,724.54	\$3,117	1,143	2,770.86	\$3,166	1,121	2,820.73	\$3,162
Spousal Licensure Reimbursement	1	1,000.00	\$1	2	1,000.00	\$2	2	1,000.00	\$2
Temporary Lodging Expense	760	977.63	\$743	759	994.25	\$755	745	1,012.15	\$754
Total Enlisted Operational Travel	12,622		\$102,102	12,607		\$103,955	12,370		\$104,011
Total Operational Travel	16,917		\$161,897	16,786		\$163,285	16,480		\$163,526
Less Temporary Lodging Expense			(\$1,695)			(\$1,696)			(\$1,697)
Baseline Funded Operational Travel			\$160,202			\$161,589			\$161,828

PROJECT: D. Rotational Travel to and from Overseas

FY 2022 Estimate	\$118,859
FY 2021 Estimate	\$118,516
FY 2020 Actual	\$96,778

PART I - PURPOSE AND SCOPE

Funds requested are to provide for PCS movements of (1) officers and warrant officers from permanent duty stations in the continental United States to permanent duty stations overseas; (2) officers and warrant officers from permanent duty stations overseas to permanent duty stations in the continental United States; (3) officers and warrant officers from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects, mobile home allowances and privately owned vehicles of officers and warrant officers who are interned, missing or captured when transoceanic travel is involved.

Funds requested are to provide for PCS movements of (1) enlisted personnel from permanent duty stations in the continental United States to permanent duty stations overseas; (2) enlisted personnel from permanent duty stations overseas to permanent duty stations in the continental United States; (3) enlisted personnel from permanent duty stations in the one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects, mobile home allowances and privately owned vehicles of enlisted personnel who are interned, missing or captured when transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Rotational travel figures include PCS requirements for officers and enlisted personnel rotating to and from overseas duty assignments. This type of move directly supports the overseas force structure.

Number of moves and associated funding requirements are detailed by fiscal year in the following tables:

(\$ in Thousands)

PROJECT: D. Rotational Travel, Officer	FY20 Actual			FY21 Estimate			FY22 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	1,471	\$3,561.12	\$5,238	1,489	\$3,621.66	\$5,393	1,465	\$3,686.85	\$5,401
Dependent Travel	421	\$5,352.18	\$2,253	426	\$5,443.17	\$2,320	419	\$5,541.14	\$2,323
Transportation of Household Goods	1,265	\$9,606.65	\$12,152	1,280	\$9,769.96	\$12,510	1,260	\$9,945.82	\$12,530
Dislocation Allowance	1,471	\$3,193.18	\$4,697	1,489	\$3,288.98	\$4,897	1,465	\$3,377.78	\$4,948
Global POV Shipping	155	\$2,724.54	\$422	157	\$2,770.86	\$435	154	\$2,820.73	\$435
Global POV Storage	353	\$3,025.32	\$1,068	357	\$3,076.75	\$1,099	352	\$3,132.13	\$1,101
Non-Temporary Storage	873	\$5,702.18	\$4,978	107	\$5,799.12	\$621	949	\$5,903.50	\$5,602
IPCOT/OTEIP	23	\$5,076.61	\$117	88	\$6,446.60	\$567	91	\$6,470.35	\$589
Temporary Lodging Expense	250	\$1,072.00	\$268	253	\$1,090.22	\$276	249	\$1,109.85	\$276
Total Officer Rotational Travel	1,471		\$31,193	1,489		\$28,118	1,465		\$33,205

PROJECT: D. Rotational Travel, Enlisted	FY20 Actual			FY21 Estimate			FY22 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	7,946	\$3,057.33	\$24,294	9,894	\$3,109.30	\$30,763	9,731	\$3,165.27	\$30,801
Dependent Travel	2,438	\$4,822.49	\$11,757	3,036	\$4,904.47	\$14,888	2,986	\$4,992.75	\$14,907
Transportation of Household Goods	7,337	\$3,329.91	\$24,432	9,136	\$3,386.52	\$30,938	8,985	\$3,447.48	\$30,976
Dislocation Allowance	2,918	\$2,443.26	\$7,129	3,633	\$2,516.56	\$9,144	3,574	\$2,584.50	\$9,236
Global POV Shipping	164	\$2,724.54	\$447	204	\$2,770.86	\$566	201	\$2,820.73	\$567
Global POV Storage	886	\$3,025.32	\$2,680	1,103	\$3,076.75	\$3,394	1,085	\$3,132.13	\$3,398
Non-Temporary Storage	3,789	\$1,452.89	\$5,505	2,100	\$1,477.59	\$3,103	4,357	\$1,504.19	\$6,554
IPCOT/OTEIP	16	\$5,514.37	\$88	293	\$5,454.98	\$1,598	302	\$5,437.71	\$1,642
Pet Quarantine Fees	4	\$550.00	\$2	5	\$550.00	\$3	5	\$550.00	\$3
Temporary Lodging Expense	203	\$1,029.56	\$209	253	\$1,047.06	\$265	249	\$1,065.91	\$265
Total Enlisted Rotational Travel	7,946		\$76,543	9,894		\$94,661	9,731		\$98,349
Total Rotational Travel	9,417		\$107,737	11,383		\$122,780	11,196		\$131,554
Less: Temporary Lodging Expense			(\$477)			(\$541)			(\$541)
Less: Non-Temporary Storage			(\$10,483)			(\$3,723)			(\$12,154)
Baseline Funded Rotational Travel			\$96,778			\$118,516			\$118,859

PROJECT: E. Separation Travel

FY 2022 Estimate	\$79,435
FY 2021 Estimate	\$80,805
FY 2020 Actual	\$79,960

PART I - PURPOSE AND SCOPE

Funds requested are to provide for PCS movements of (1) officer and warrant officers upon release or separation from the services from the last permanent duty station to home of record or point of entry into service or to home of selection when authorized by law; and (2) dependents, household goods, mobile home allowances and personal effects of officers and warrant officers who are deceased.

Funds requested are to provide for PCS movements of (1) enlisted personnel upon release or separation from the service from the last permanent duty station to home of record or point of entry into service, or to home of selection when authorized by law; and (2) dependents, household goods, mobile home allowances and personal effects of enlisted personnel who are deceased.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Separation travel figures include the PCS requirements of officers and enlisted personnel separating from the Marine Corps in accordance with the Manpower Program Requirements.

Section 634 of FY 2004 NDAA dated 22 Dec 2003 amended Chapter 157 of title 10, U.S.C. to provide full replacement value coverage for items lost or destroyed in connection with PCS moves.

Numbers of moves and associated funding requirements are detailed by fiscal year in the following tables:

(\$ in Thousands)

PROJECT: E. Separation Travel, Officer	FY20 Actual			FY21 Estimate			FY22 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	1,707	\$1,216.01	\$2,076	1,709	\$1,236.68	\$2,113	1,710	\$1,258.94	\$2,153
Dependent Travel	855	\$1,241.26	\$1,061	856	\$1,262.36	\$1,081	857	\$1,285.08	\$1,101
Transportation of Household Goods	1,170	\$6,201.17	\$7,255	1,171	\$6,306.59	\$7,387	1,172	\$6,420.11	\$7,525
Total Officer Separation Travel	1,707		\$10,392	1,709		\$10,581	1,710		\$10,779

PROJECT: E. Separation Travel, Enlisted	FY20 Actual			FY21 Estimate			FY22 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	28,743	\$850.80	\$24,455	28,529	\$865.26	\$24,685	27,399	\$880.84	\$24,134
Dependent Travel	4,692	\$1,232.07	\$5,781	4,657	\$1,253.02	\$5,835	4,473	\$1,275.57	\$5,705
Transportation of Household Goods	23,637	\$1,664.03	\$39,333	23,461	\$1,692.32	\$39,704	22,532	\$1,722.78	\$38,817
Total Enlisted Separation Travel	28,743		\$69,569	28,529		\$70,224	27,399		\$68,656
Total Separation Travel	30,450		\$79,960	30,238		\$80,805	29,109		\$79,435

PROJECT: F. Unit Travel

FY2022 Estimate	\$734
FY2021 Estimate	\$46
FY2020 Actual	\$44

PART I - PURPOSE AND SCOPE

Funds requested are to provide for PCS movements of (1) officers and warrant officers to and from permanent duty stations located within the continental United States; and (2) officers and warrant officers to and from permanent duty stations located overseas, when the movement is in connection with the relocation of an organized unit in accordance with a Commandant of the Marine Corps (CMC) directed move.

Funds requested are to provide for PCS movements of (1) enlisted personnel to and from permanent duty stations located within the continental United States and (2) enlisted personnel to and from permanent duty stations overseas when the movement is in connection with the relocation of an organized unit in accordance with a CMC directed move.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Unit travel figures include PCS requirements for the movement of organized units between duty stations to meet operational and infrastructure requirements. These moves are a direct result of the Commandant of the Marine Corps' decision to move a unit.

Section 634 of FY 2004 NDAA dated 22 Dec 2003 amended Chapter 157 of title 10, U.S.C. to provide full replacement value coverage for items lost or destroyed in connection with

Number of moves and associated funding requirements are detailed by fiscal year in the following tables:

(\$ in Thousands)

PROJECT: F. Unit Travel, Officer	FY20 Actual			FY21 Estimate			FY22 Estimate		
	Number of Moves	Rate	Amount ^{1/}	Number of Moves	Rate	Amount ^{1/}	Number of Moves	Rate	Amount
Member Travel	0	\$1,462.11	\$0	0	\$1,486.97	\$0	28	\$1,513.73	\$42
Dependent Travel	0	\$1,589.32	\$0	0	\$1,616.34	\$0	28	\$1,645.43	\$46
Transportation of Household Goods	0	\$5,618.84	\$0	0	\$5,714.36	\$0	28	\$5,817.22	\$163
Dislocation Allowance	0	\$3,399.92	\$0	0	\$3,501.92	\$0	0	\$3,596.47	\$0
Total Officer Unit Travel			\$0	0		\$0	28		\$251

PROJECT: F. Unit Travel, Enlisted	FY20 Actual			FY21 Estimate			FY22 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	6	\$959.33	\$6	6	\$975.64	\$6	63	\$993.20	\$63
Dependent Travel	6	\$1,923.77	\$12	6	\$1,956.47	\$12	63	\$1,991.69	\$125
Transportation of Household Goods	6	\$3,030.87	\$18	6	\$3,082.39	\$18	63	\$3,137.88	\$198
Dislocation Allowance	4	\$2,178.20	\$9	4	\$2,243.55	\$9	42	\$2,304.12	\$97
Total Enlisted Unit Travel	6		\$44	6		\$46	63		\$484
Total Unit Travel	6		\$44	6		\$46	91		\$734

^{1/}Affected by COVID-19

MILITARY PERSONNEL, MARINE CORPS
SCHEDULE OF INCREASES AND DECREASES - BUDGET ACTIVITY 6
(\$ in Thousands)

OTHER MILITARY PERSONNEL COSTS

FY 2021 Direct Program **\$82,903**

Pricing Increases:

Increase in Traumatic Service Group Life Insurance due to rate \$80

Increase in Junior Reserve Officer Training Corps (JROTC) Clothing due to rate \$76

Increase in Partial Dislocation Allowance due to 2.7% pay raise, effective 1 January 2022 \$2

Total Pricing Increases **\$158**

Program Increases:

Increase in Travel Subsidy due to takers \$378

Increase in Partial Dislocation Allowance due to takers \$19

Increase in Adoption Expenses due to takers \$10

Increase in Apprehension of Military deserters due to takers \$4

Total Program Increases **\$411**

Total Increases **\$569**

Decreases

Pricing Decreases:

Decrease in Education Benefits due to actuarial analysis (\$144)

Total Pricing Decreases **(\$144)**

Program Decreases:

Decrease in Unemployment Benefits due to takers (\$22,259)

Decrease in Traumatic Service Group Life Insurance due to takers (\$251)

Decrease in Junior Reserve Officer Training Corps (JROTC) Clothing due to takers (\$187)

Decrease in Interest on Uniformed Deposit due to participants (\$119)

Total Program Decreases **(\$22,816)**

Total Decreases **(\$22,960)**

FY 2022 Direct Program **\$60,513**

*Totals and Subtotals might not add due to rounding

PROJECT: A. Apprehension of Military Deserters, Absentees, and Escaped Military Prisoners

FY 2022 Estimate	\$234
FY 2021 Estimate	\$230
FY 2020 Actual	\$228

PART I - PURPOSE AND SCOPE

The funds requested provide for the expenses in connection with the apprehension of deserters, absentees, and escaped military prisoners; and for their delivery to the control of the Department of Defense, as authorized by 10 USC, Subtitle A, Part II, Chapter 48, Section 956.

Funds requested include cost of subsistence furnished during the period an enlisted member is detained in civil confinement for safekeeping when so requested by military authority, cost of rewards (not to exceed \$75.00) and cost of transportation, lodging, and subsistence of a guard sent to return member.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimate is based on actual experience which is projected into the current and budget years.

The following estimate is provided:

(\$ in Thousands)

	FY20 Actual	FY21 Estimate	FY22 Estimate
	Amount	Amount	Amount
Apprehension of Military Deserters	\$228	\$230	\$234

PROJECT: B. Interest on Savings Deposits

FY 2022 Estimate	\$124
FY 2021 Estimate	\$243
FY 2020 Actual	\$211

PART I - PURPOSE AND SCOPE

As authorized by Title 10, U.S.C, Section 1035, this program allows members to deposit up to \$10,000 of their allotted pays into the Savings Deposit Program and be reimbursed up to 10% interest on all deposits.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Servicemen's Saving Deposit Program was created for participants deployed to designated contingency operations. Computation of funding requirements is provided in the following table:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Rate	Amount*	# of Members	Rate	Amount	# of Members	Rate	Amount
Interest on Savings Deposits	211	\$1,000.00	\$211	243	\$1,000.00	\$243	124	\$1,000.00	\$124

PROJECT: C. Death Gratuities

FY 2022 Estimate	\$13,000
FY 2021 Estimate	\$13,000
FY 2020 Actual	\$13,094

PART I - PURPOSE AND SCOPE

The funds requested provide for payment of death gratuities to beneficiaries of deceased military personnel as authorized by 10 USC, Subtitle A, Part II, Chapter 75. Section 646 of the National Defense Authorization Act for Fiscal Year 2004 increased the fixed value of the death gratuity payments from \$12,000 to \$100,000 applicable retroactively to September 11, 2001 and future deaths.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Details of the computations are provided in the following tables:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Death Gratuities - Officer	20	\$100,000	\$2,000	25	\$100,000	\$2,500	25	\$100,000	\$2,500
Death Gratuities - Enlisted	111	\$100,000	\$11,094	105	\$100,000	\$10,500	105	\$100,000	\$10,500
TOTAL DEATH GRATUITIES	131		\$13,094	130		\$13,000	130		\$13,000

PROJECT: D. Unemployment Benefits Paid to Ex-Service Members

FY 2022 Estimate	\$39,643
FY 2021 Estimate	\$61,900
FY 2020 Actual	\$39,734

PART I - PURPOSE AND SCOPE

Funds are for payments of unemployment benefits to ex-service members who are discharged or released under honorable conditions as authorized by 5 USC, Part III, Subpart G, Chapter 85, Subchapter II, Section 8521. Generally, eligibility is defined as active service in the Armed Forces whereupon the individual was discharged under honorable conditions, and had completed their first term of active service; or was discharged before completing their first term under an early release program, because of hardship, for medical reasons, or for personality disorders or inaptitude (but only if the service was continuous for 365 days or more).

The number of individuals eligible for unemployment benefits is based on estimated losses, factored to exclude retirements and discharges for other than honorable conditions.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The following estimate is provided:

(\$ in Thousands)

	FY2020 Actual ^{1/}	FY2021 Estimate ^{1/}	FY22 Estimate
Unemployment Benefits	\$39,734	\$61,900	\$39,643

^{1/}Affected by COVID-19 Economy

PROJECT: E. Education Benefits

FY 2022 Estimate	\$0
FY 2021 Estimate	\$144
FY 2020 Actual	\$3,613

PART I - PURPOSE AND SCOPE

Funds are for the payment to the Department of Defense Education Benefits Funds, a Trust Fund. This program is governed by 38 USC, Part III, Chapter 30. The program funds additional and supplemental benefit payments above a basic benefit to be budgeted by the Veterans Administration. This program is budgeted on an accrual basis by the Department of Defense. Actual benefit payments to individuals will be made by the Veterans Administration from transfers out of the Trust Account.

PART II - JUSTIFICATION OF FUNDS REQUESTED

All individuals entering active duty after July 1, 1985 (including those in the Delayed Entry Program), except those who have received a commission from a service academy or who have completed a Reserve Officer Training Corps (ROTC) Scholarship Program, are eligible to receive additional and supplemental Educational Assistance at the discretion of the Secretary of Defense, unless they elect not to participate in the basic program. The Montgomery GI Bill Educational Benefit gives the Voluntary Separation Incentives Electees the rights to educational benefits.

The following estimate is provided:

(\$ in Thousands)

	FY20 Actual	FY21 Estimate	FY22 Estimate
Amortization Payment	\$3,608	\$140	\$0
Post-Vietnam Era Voluntary and Involuntary Separatees	\$5	\$4	\$0
Education Benefits	\$3,613	\$144	\$0

PROJECT: F. Adoption Reimbursement Program

FY 2022 Estimate	\$94
FY 2021 Estimate	\$84
FY 2020 Actual	\$110

PART I - PURPOSE AND SCOPE

These funds provide for payments of adoption expenses incurred by active duty members in the adoption of a child under 18 years of age, as authorized by 10 USC, Subtitle A, Part II, Chapter 53, Section 1052. Adoption expenses include public and private agency fees, placement fees, legal fees, medical expenses for the child, the biological mother and the adopting parents, temporary foster care, transportation expenses, and other expenses approved by ASD (FM&P). The authorized amount payable is \$2,000 per adoption but no more than \$5,000 per calendar year.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on current experience. The following estimate is provided:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Adoption Expenses	55	\$2,000.00	\$110	42	\$2,000.00	\$84	47	\$2,000.00	\$94

PROJECT: G. Mass Transportation Subsidies

FY 2022 Estimate	\$1,475
FY 2021 Estimate	\$1,096
FY 2020 Actual	\$625

PART I - PURPOSE AND SCOPE

Executive Order 13150 on Federal Workforce Transportation, dated April 21, 2000, required Federal agencies to implement a Mass Transit Benefit Program (MTBP) for qualified federal employees in the National Capital Region (NCR). Washington Headquarters Services (WHS) was designated to run this effort within NCR transit pass program for DoD, and has been working closely with the Department of Transportation to ensure that costs will be identifiable to the major command level. In addition, in an effort to provide equitable entitlement, areas Outside National Capital Region (ONCR) are phasing in their transit pass fringe benefit program.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Components must budget for the costs of this program and work with WHS to establish procedures to facilitate the required reimbursable orders to procure this service. The maximum MTBP benefit increased from \$265 to \$270 per month in calendar year 2020.

The following estimate is provided:

(\$ in Thousands)

	FY20 Actual ^{1/}			FY21 Estimate			FY22 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
National Capital Region	151	\$3,225.00	\$486	199	\$3,240.00	\$645	311	\$3,240.00	\$1,008
Outside National Capital Region	43	\$3,225.00	\$139	139	\$3,240.00	\$451	144	\$3,240.00	\$467
TOTAL TRAVEL SUBSIDY	194		\$625	338		\$1,096	455		\$1,475

^{1/}Participation affected by COVID-19 travel restrictions and social distancing directives

PROJECT: H. Partial Dislocation Allowance

FY 2022 Estimate	\$90
FY 2021 Estimate	\$71
FY 2020 Actual	\$83

PART I - PURPOSE AND SCOPE

Section 636 of the FY 2002 National Defense Authorization Act (NDAA) authorized the Service Secretaries to pay a partial dislocation allowance (DLA) to members of the uniformed services who are ordered to occupy or vacate government family housing to permit privatization, renovation, or other reasons unrelated to changes in permanent station.

Cost estimates are based on data provided by the Service's Installation and Logistics Division, Policy, Privatization and Operations Facilities Branch.

PART II - JUSTIFICATION OF FUNDS REQUESTED

As directed by the Joint Federal Travel Regulation, effect January 2021, the partial DLA rate is \$817.98. Rate increases are projected in accordance with approved pay raise rates.

The following estimate is provided:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Partial Dislocation Allowance	105	\$794.16	\$83	87	\$817.98	\$71	107	\$841.12	\$90

PROJECT: I. SGLI Traumatic Injury Payments

FY 2022 Estimate	\$1,964
FY 2021 Estimate	\$2,135
FY 2020 Actual	\$1,833

PART I - PURPOSE AND SCOPE

The Military Services are required to submit to the Department of Veterans Affairs payments for the program start-up, retroactive, and future costs associated with the recently enacted Traumatic Service Members' Group Life Insurance (T-SGLI) program, which was established under Section 1032 of the FY 2005 DOD Emergency Supplemental Appropriations for the Global War on Terror, (P.L. 109-13).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The funds are required to make T-SGLI payments. This traumatic injury protection available under the Service Members' Group Life Insurance (SGLI) plan provides financial assistance to eligible members and their families, which is vital during their extensive recovery and rehabilitation process.

The following estimate is provided:

(\$ in Thousands)

	FY20 Actual Amount	FY21 Estimate Amount	FY22 Estimate Amount
Traumatic Svc Members Grp Life Ins Payment	\$1,833	\$2,135	\$1,964

PROJECT: K. Junior Reserve Officer Training Corps (JROTC)

FY 2022 Estimate	\$3,889
FY 2021 Estimate	\$4,000
FY 2020 Actual	\$3,791

PART I - PURPOSE AND SCOPE

Funding provides for issue-in-kind uniforms and alteration/renovation thereof, for students enrolled in the Junior ROTC program at secondary education institutions as provided for in 10 U.S.C. 2031.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The following estimate is provided:

(\$ in Thousands)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Replacement Clothing	39,907	\$95	\$3,791	41,645	\$96	\$4,000	39,684	\$98	\$3,889
TOTAL JROTC CLOTHING	39,907		\$3,791	41,645		\$4,000	39,684		\$3,889

SECTION 6
MILITARY PERSONNEL. MARINE CORPS
MARINE CORPS MILITARY PERSONNEL ASSIGNED OUTSIDE DOD (END STRENGTH)

	FY20 Actual			FY21 Estimate			FY22 Estimate		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
NON-REIMBURSABLE DOD PERSONNEL									
Office of the President	0	8	8	0	3	3	0	2	2
State Department (UN Truce Supervision)	0	0	0	0	0	0	0	0	0
Transportation Department (FAA)	1	0	1	1	0	1	1	0	1
Commerce Department (Merchant Marine Academy)	0	1	1	0	1	1	0	1	1
National Geospatial-Intelligence Agency (formerly DMA)	5	0	5	4	0	4	4	0	4
SUBTOTAL NON-REIMBURSABLE DOD PERSONNEL	6	9	15	5	4	9	5	3	8
REIMBURSABLE DOD PERSONNEL									
National Aeronautics and Space Admin. (NASA)	2	0	2	2	0	2	4	0	4
SUBTOTAL REIMBURSABLE DOD PERSONNEL	2	0	2	2	0	2	4	0	4
TOTAL PERSONNEL ASSIGNED OUTSIDE DOD ACTIVITIES	8	9	17	7	4	11	9	3	12
NON-REIMBURSABLE PERSONNEL IN SUPPORT OF NON-DOD FUNCTIONS									
State Department (Embassy Security Guards)	60	1,859	1,919	61	2,209	2,270	61	2,214	2,275
SUBTOTAL NON-REIMBURSABLE PERSONNEL IN SUPPORT OF NON-DOD FUNCTIONS	60	1,859	1,919	61	2,209	2,270	61	2,214	2,275
TOTAL PERSONNEL ASSIGNED OUTSIDE DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS	60	1,859	1,919	61	2,209	2,270	61	2,214	2,275
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS (REIMBURSABLE)									
Technical Assistance Field Team (TAFT)	1	0	1	1	0	1	1	0	1
Technical Assistance Group - Saudi MCTAG	6	1	7	6	1	7	8	1	9
Presidential Guard Advisor Team - UAE	12	18	30	12	19	31	14	19	33
Naval Air Depots	15	14	29	14	16	30	14	23	37
Industrial Funds Albany/Barstow	3	8	11	3	9	12	2	3	5
SUBTOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS (REIMBURSABLE)	37	41	78	36	45	81	39	46	85
ASSIGNED TO WORKING CAPITAL FUND ORGANIZATIONAL ELEMENTS OF DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS (REIMBURSABLE)									
Defense Finance and Accounting Service (DFAS) Finance/Info MGMT	5	5	10	6	5	11	4	6	10
Defense Information Systems Agency (DISA)	0	3	3	0	2	2	1	0	1
Defense Logistic Agency (DLA)	3	2	5	3	2	5	18	5	23
US Transportation Command (TRANSCOM)	10	5	15	9	5	14	10	2	12
SUBTOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS (REIMBURSABLE)	18	15	33	18	14	32	33	13	46
TOTAL NON-REIMBURSABLE PERSONNEL	66	1,868	1,934	66	2,213	2,279	66	2,217	2,283
TOTAL REIMBURSABLE PERSONNEL	57	56	113	56	59	115	76	59	135
GRAND TOTAL	123	1,924	2,047	122	2,272	2,394	142	2,276	2,418

REIMBURSABLE PROGRAM
MILITARY PERSONNEL, MARINE CORPS
(\$ in Thousands)

	FY20 Actual	FY21 Estimate	FY22 Estimate
SUBSISTENCE	\$13,089	\$13,418	\$13,559
FEDERAL SOURCES	\$0	\$0	\$0
U. S. Army	\$0	\$0	\$0
U. S. Navy	\$0	\$0	\$0
U. S. Coast Guard	\$0	\$0	\$0
Reserve Personnel, Marine Corps	\$0	\$0	\$0
Flight Rations	\$0	\$0	\$0
NON-FEDERAL SOURCES	\$13,089	\$13,418	\$13,559
Commissary Stores and Messes	\$0	\$0	\$0
Sale of Meals	\$13,089	\$13,418	\$13,559
Foreign Military (for info purposes only)	\$0	\$0	\$0
Foreign Military Sales (for info purposes only)	\$0	\$0	\$0
OTHER NON-STRENGTH RELATED	\$0	\$0	\$0
Surcharge	\$0	\$0	\$0
Clothing	\$0	\$0	\$0
Other Military Costs (PCS Travel)	\$0	\$0	\$0
STRENGTH RELATED	\$16,225	\$14,222	\$15,881
OFFICER SUBTOTAL	\$10,549	\$8,405	\$11,227
Basic Pay (Off)	\$6,920	\$5,370	\$7,194
Retired Pay Accrual (Off)	\$2,146	\$1,874	\$2,525
Other (Off)	\$1,483	\$1,161	\$1,508
ENLISTED SUBTOTAL	\$5,676	\$5,818	\$4,654
Basic Pay (Enl)	\$3,552	\$4,023	\$2,819
Retired Pay Accrual (Enl)	\$1,101	\$1,395	\$973
Other (Enl)	\$1,023	\$400	\$862
TOTAL PROGRAM	\$29,314	\$27,640	\$29,406

**MILITARY PERSONNEL MARINE CORPS
MONTHLY STRENGTHS BY PAY GRADE**

FY 2020 Actual*

Strength By Month

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
CMC	1	1	1	1	1	1	1	1	1	1	1	1
O-10	3	2	2	2	2	2	2	2	2	2	2	2
O-9	16	16	16	16	16	16	16	16	16	17	19	17
O-8	28	28	28	28	28	28	28	30	30	29	31	31
O-7	37	36	36	36	36	36	37	38	39	39	37	38
O-6	643	646	646	645	645	645	647	646	656	658	660	659
O-5	1,921	1,917	1,916	1,943	1,945	1,945	1,941	1,945	1,950	1,953	1,948	1,949
O-4	3,939	3,943	3,944	3,888	3,866	3,845	3,997	4,007	4,004	4,006	4,009	4,009
O-3	4,773	4,834	4,882	4,930	4,997	4,998	4,955	4,948	4,922	4,834	4,741	4,783
O-2	3,180	3,222	3,185	3,124	3,053	3,119	3,036	3,549	3,544	3,525	3,634	3,503
O-1	2,900	2,885	2,860	2,847	2,838	2,980	2,966	2,663	2,650	2,624	2,410	2,445
O3E	1,193	1,190	1,187	1,191	1,191	1,179	1,125	1,122	1,156	1,151	1,147	1,134
O2E	338	358	362	358	342	363	353	364	363	351	372	364
O1E	349	338	348	346	347	344	346	363	366	365	342	344
W-5	106	106	105	109	109	109	108	109	110	110	112	111
W-4	302	301	296	306	309	309	309	309	301	301	305	303
W-3	594	582	570	587	584	591	590	584	535	524	598	577
W-2	876	873	870	820	820	804	801	799	796	792	926	920
W-1	255	253	252	252	501	502	504	504	500	498	262	260
Officer	21,454	21,531	21,506	21,429	21,630	21,816	21,762	21,999	21,941	21,780	21,556	21,450
SMMC	1	1	1	1	1	1	1	1	1	1	1	1
E-9	1,576	1,602	1,628	1,606	1,588	1,590	1,586	1,590	1,586	1,577	1,570	1,576
E-8	3,950	3,926	3,844	3,911	3,963	3,968	3,971	3,974	3,957	3,946	3,951	3,952
E-7	8,557	8,638	8,773	8,794	8,655	8,703	8,668	8,588	8,538	8,416	8,251	8,216
E-6	14,515	14,418	14,324	14,344	14,174	14,103	14,210	14,304	14,586	14,757	14,866	14,846
E-5	26,174	26,497	26,381	26,140	26,047	25,595	25,310	25,259	24,531	24,234	23,940	23,813
E-4	35,482	35,649	35,997	35,981	35,730	36,196	36,385	36,293	36,412	37,038	36,191	36,190
E-3	42,993	43,527	43,708	43,600	43,835	44,878	45,561	45,951	45,401	44,065	44,169	44,057
E-2	20,136	19,083	19,182	19,933	20,451	19,779	19,153	18,506	18,578	19,195	18,722	17,807
E-1	10,612	11,085	10,487	9,826	8,977	8,065	6,748	6,489	7,198	7,649	8,846	9,050
Enlisted	163,996	164,426	164,325	164,136	163,421	162,878	161,593	160,955	160,788	160,878	160,507	159,508
TOTAL	185,450	185,957	185,831	185,565	185,051	184,694	183,355	182,954	182,729	182,658	182,063	180,958

* Deltas exist between the strength reported in this Marine Corps budget book and the strength reported by Defense Manpower Data Center (DMDC). The Marine Corps data displayed differs from the DMDC report due to errors that occurred during system interface updates. The totals reported in the PB-30Q and PB-30Z exhibits are the correct monthly strengths for the Active Component of the Marine Corps.

**MILITARY PERSONNEL MARINE CORPS
MONTHLY STRENGTHS BY PAY GRADE**

FY 2021 Estimate ^{1/}

Strength By Month

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
CMC	1	1	1	1	1	1	1	1	1	1	1	1
O-10	2	2	2	2	2	2	2	2	2	2	2	2
O-9	17	17	17	17	17	17	17	17	17	17	17	16
O-8	28	28	29	29	29	29	29	29	29	28	29	27
O-7	38	38	37	37	37	37	37	38	38	38	38	40
O-6	647	647	642	646	644	644	645	644	643	643	644	641
O-5	1,947	1,943	1,946	1,948	1,951	1,958	1,963	1,965	1,975	1,977	1,976	1,944
O-4	3,994	3,987	3,981	3,979	3,987	4,026	4,049	4,102	4,099	4,085	4,067	3,992
O-3	4,753	4,854	4,933	4,994	5,052	5,094	5,165	5,225	5,205	5,158	5,158	5,247
O-2	3,375	3,369	3,280	3,191	3,099	3,102	2,993	3,434	3,363	3,298	3,368	3,226
O-1	2,711	2,772	2,782	2,759	2,764	2,865	2,855	2,746	2,762	2,754	2,732	2,768
O3E	1,084	1,089	1,104	1,100	1,110	1,109	1,104	1,042	1,028	1,005	983	1,025
O2E	359	371	377	360	338	337	327	336	319	302	311	255
O1E	348	348	346	345	348	353	352	356	379	377	357	356
W-5	112	110	107	111	110	109	108	109	109	108	109	112
W-4	289	287	283	302	299	297	294	295	299	298	295	339
W-3	569	567	558	567	566	566	565	561	559	552	751	715
W-2	916	914	910	864	865	860	857	853	848	843	863	824
W-1	260	258	258	258	520	520	520	520	519	518	281	281
Officer	21,450	21,602	21,593	21,510	21,739	21,926	21,883	22,275	22,194	22,004	21,982	21,811
SMMC	1	1	1	1	1	1	1	1	1	1	1	1
E-9	1,567	1,579	1,614	1,591	1,589	1,581	1,574	1,565	1,566	1,547	1,530	1,526
E-8	3,953	3,932	3,927	3,934	3,940	3,948	3,929	3,928	3,897	3,866	3,860	3,830
E-7	8,243	8,308	8,402	8,514	8,451	8,530	8,631	8,676	8,633	8,591	8,482	8,523
E-6	14,604	14,549	14,509	14,596	14,512	14,544	14,651	14,813	14,780	14,567	14,410	14,140
E-5	23,732	23,416	23,132	22,964	23,073	22,652	22,517	22,608	22,266	22,146	21,743	21,912
E-4	36,907	35,652	34,958	34,888	33,952	33,580	33,980	33,945	34,003	34,001	34,046	34,032
E-3	43,919	45,588	46,576	45,969	46,698	47,950	46,864	46,951	46,301	45,565	45,169	45,057
E-2	16,831	15,986	16,532	17,247	18,439	17,458	19,353	19,109	19,179	20,025	19,722	20,107
E-1	10,576	10,326	9,787	9,414	9,163	9,445	8,287	8,348	8,758	8,699	9,489	10,265
Enlisted	160,333	159,337	159,438	159,118	159,818	159,689	159,787	159,944	159,384	159,008	158,452	159,393
TOTAL	181,783	180,939	181,031	180,628	181,557	181,615	181,670	182,219	181,578	181,012	180,434	181,204

1/ Reflects actual data through February 2021.

* Deltas exist between the strength reported in this Marine Corps budget book and the strength reported by Defense Manpower Data Center (DMDC). The Marine Corps data displayed differs from the DMDC report due to errors that occurred during system interface updates. The totals reported in the PB-30Q and PB-30Z exhibits are the correct monthly strengths for the Active Component of the Marine Corps."

**MILITARY PERSONNEL MARINE CORPS
MONTHLY STRENGTHS BY PAY GRADE**

FY 2022 Estimate

Strength By Month

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
CMC	1	1	1	1	1	1	1	1	1	1	1	1
O-10	2	2	2	2	2	2	2	2	2	2	3	2
O-9	16	16	16	16	16	15	15	15	15	16	17	16
O-8	26	25	25	25	25	26	26	29	29	30	30	28
O-7	41	43	43	43	43	44	44	42	43	40	39	39
O-6	647	644	642	642	643	643	643	643	643	645	649	646
O-5	1,957	1,955	1,955	1,959	1,960	1,964	1,961	1,962	1,963	1,964	1,963	1,962
O-4	4,008	3,983	3,959	3,916	3,918	3,967	3,993	4,035	4,032	4,033	4,034	4,046
O-3	5,215	5,288	5,373	5,451	5,522	5,526	5,565	5,535	5,509	5,421	5,391	5,403
O-2	3,136	3,128	3,057	2,981	2,873	2,925	2,818	3,268	3,204	3,159	3,227	3,097
O-1	2,870	2,913	2,871	2,873	2,875	2,919	2,918	2,657	2,751	2,743	2,726	2,814
03E	1,008	1,019	1,029	1,052	1,051	1,051	1,055	1,052	1,065	1,069	1,058	1,016
02E	242	246	250	245	234	233	222	230	211	194	203	182
01E	356	353	348	346	346	344	344	336	338	336	327	328
W-5	110	109	111	112	113	112	112	112	112	111	112	113
W-4	337	334	337	344	351	350	350	349	345	344	351	342
W-3	709	698	705	706	715	711	697	717	694	671	691	725
W-2	821	819	791	754	745	738	733	703	692	687	1,025	1,050
W-1	281	281	281	281	507	507	508	508	507	506	119	40
Officer	21,783	21,857	21,796	21,749	21,940	22,078	22,007	22,196	22,156	21,972	21,966	21,850
SMMC	1	1	1	1	1	1	1	1	1	1	1	1
E-9	1,575	1,574	1,579	1,574	1,571	1,574	1,574	1,579	1,584	1,584	1,574	1,569
E-8	3,920	3,946	3,950	3,961	3,970	3,975	3,970	3,980	3,970	3,965	3,965	3,970
E-7	8,515	8,512	8,530	8,545	8,520	8,542	8,512	8,530	8,529	8,516	8,516	8,460
E-6	14,615	14,818	14,900	14,850	14,552	14,550	14,699	14,600	14,625	14,512	14,440	14,417
E-5	21,700	22,457	22,800	23,640	23,900	24,089	24,612	25,701	25,380	25,400	25,400	25,500
E-4	32,384	31,028	31,197	31,081	31,586	31,771	31,824	31,825	31,088	32,018	32,016	31,820
E-3	46,804	46,127	45,708	44,545	44,514	44,385	44,450	44,698	44,354	44,319	44,188	44,354
E-2	19,136	19,283	19,182	19,133	19,173	19,168	19,012	19,178	19,045	19,039	19,755	19,797
E-1	10,544	11,770	11,640	12,106	11,327	10,600	9,899	8,029	9,179	7,833	6,802	6,762
Enlisted	159,194	159,516	159,487	159,436	159,114	158,655	158,553	158,121	157,755	157,187	156,657	156,650
TOTAL	180,977	181,373	181,283	181,185	181,054	180,733	180,560	180,317	179,911	179,159	178,623	178,500

**INTENTIONALLY
BLANK**